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ABSTRACT

This publication contains keynote speeches and remarks from the papers delivered at a Conference on Family and Community Violence Prevention. The Consortium for Research and Practicum on Minority Males has conducted a 3-year federally funded project to study models to prevent minority male violence that have been implemented at historically black colleges and universities (HBCU). The conference allowed the Consortium to showcase the results of its project. Following introductory and welcome remarks and a statement of the conference purpose, the following speeches and remarks are included: (1) "Status of Violence in American: A Focus on the Non-White Male" (Carl C. Bell); (2) "The African-American Male in 1995" (Lee P. Brown); (3) "Violence: Not Our Fault, but Our Problem" (Reuben C. Warren); (4) "Collaborating To Prevent Minority Male Violence" (Louis Stokes); (5) "The Need for an Antiviolence Movement in the United States" (Walter Broadnax); (6) "Hagar, Abram and Sarai: A Biblical Story of Household Violence" (Vashti M. McKenzie); (7) "Be Sure You Become Part of the Solution, Not Simply Part of the Problem" (Clay E. Simpson); (8) "Five Year Project Report: A Series of HBCU Models To Prevent Minority Male Violence" (Laxley W. Rodney); (9) "Violence and Retribution" (Michael B. Murphy); (10) "The Role of Fathers in Violence Prevention" (Charles Ballard). (SLD)

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Collaborating for Family and Community Violence Prevention

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Minority Male Consortium

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First National Conference Proceedings
Atlanta, Georgia
October 1-3, 1995

Sponsored by:
Central State University, Wilberforce, Ohio
On behalf of the Minority Male/Minority Male (MIN-MALE) Consortium
and the Office of Minority Health
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Acknowledgments

The project, *A Series of HBCU Models to Prevent Minority Male Violence*, is supported by funds through a three year cooperative agreement between the Office of Minority Health (OMH), Department of Health and Human Services (DHHS) and Central State University (CSU) on behalf of the Consortium for Research and Practicum on Minority Male/Minority Male (MIN-MALE) Consortium.

A number of agencies within the DHHS collaborated with OMH to provide the first year funding commitment of $4,335,000. The following is the full listing of the DHHS agencies which made the OMH-CSU Cooperative Agreement possible for Year I.

1. The Office of Minority Health
2. The National Institutes of Health
3. Health Care Financing
4. The Agency for Health Care Policy and Research
5. The Office of Population Affairs
6. The Administration for Children and Families

In addition to the above six agencies, the Office of the Assistant Secretary for Planning and Evaluation is sponsoring technical assistance to ensure successful evaluation of this funded project. During the second year of the project, the entire budget of $5,910,000 was provided by the Office of Minority Health. The projected budget for Year III (September 30, 1996 through September 29, 1997) is $5,319,000 and will again be funded by OMH (Grant # D67MP94001-01-1, Year I, Grant # D67MP9400 02-1, Year II).

This volume is the result of a large group of people who deserve acknowledgment. We are indebted to the following individuals: Dr. John L. Henderson, President of Wilberforce University and Dr. Niara Sudarkasa, President of Lincoln University of Pennsylvania, who serve as Cochairs of the MIN-MALE Consortium; the Honorable Michael B. Murphy, Montgomery County Common Pleas Court and Dr. Bobbie Austin, Kellogg Foundation, Cochairs of the National Advisory Council along with the other members, as well as the Presidents of the Consortium institutions. Special recognition is in order for Congressman Louis Stokes–Ohio 11; Dr. Clay Simpson, Assistant Deputy Secretary of the Office for Minority Health and Mr. Michael Douglas, Program Officer for their unwavering public support or the MIN-MALE's effort to prevent and reduce youth violence; and to Mr. William Blakey for his pioneering work in the establishment of the Consortium and his continued support of the project.

We must commend the efforts of the keynote speakers who participated in the First National Conference on Family and Community Violence Prevention, for their contribution to the success of the conference. Last, but not least, our gratitude and appreciation go to three of our staff members; Francoise Agonvinon for her dedication in transcribing and working with the speeches, and Lisa Scott and Jeanette O'Neil for their help in editing the materials.

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Introduction

This publication contains twelve keynote speeches and remarks from the 1995 First Annual Conference on Family and Community Violence Prevention which was held in Atlanta, Georgia on October 1-3. The conference was organized and sponsored by Central State University, Wilberforce, Ohio on behalf of the Consortium for Research and Practicum on Minority Males in collaboration with the Office of Minority Health (OMH), Department of Health and Human Services (DHHS).

The pervasiveness of interpersonal violence has been well documented in research publications and is constantly being reported in the news media. These proceedings address some very disturbing trends about violent acts, particularly as they relate to African American communities.

The National Research Council defines violence as ***behaviors by individuals that intentionally threaten, attempt, or inflict physical harm on others*** (Reiss and Roth, 1993). The MIN-MALE Consortium shares the belief that violence is a complex issue in which there are interplays of individual, peer, environmental, school, family and other factors that cause certain people to resort to destructive, and often deadly, behaviors.

Risk factors are those characteristics or experiences that individuals possess which we, as scholars and researchers or prevention specialists, can use to predict which children will likely display violent behaviors later in life. (Earls, 1993). We may also look at adolescents and adults who had particular experiences in their childhood that might have predisposed them to later violence. There is a pattern of violence that is evolving in individuals with certain characteristics. If young children have certain types of experiences or perhaps exhibit specific characteristics, we may predict that some of them will likely become victims or perpetrators of violence later in life. Or we look at adults or youth, their experiences and characteristics, and discover that some of them were exposed to certain risk factors at an earlier age.

As the Principal Investigator and Research Coordinator of the Consortium's three year federally funded project, *A Series of HBCU Models to Prevent Minority Male Violence*, we have had the opportunity to work with scholars and practitioners from around the country in various disciplines, including criminal justice, criminology, education, social work, sociology, psychiatry, and psychology. We continually examine the literature, seminar and workshop reports, as well as the emerging research findings from within our Consortium of 19 Historically Black Colleges and Universities/Minority Institutions (HBCUs/MIs). Based on these examinations, we are confirming the view that not everyone who is exposed to a given set of risk factors will be impacted negatively that he/she will engage in violent acts or commit crimes. The existence of resilient or protective factors is recognized as a buffer, effectively decreasing

the likelihood that youth who are exposed to certain risk factors will become involved in violent behaviors.

"No one theory or limited set of risk factors can go very far in producing a set of powerful explanation, given the multiply determined nature of violent behavior" (Earls, 1994). This knowledge, coupled with the realization that certain resilient or protective factors can be developed or nurtured, provides the MIN-MALE Consortium with the conceptual framework for designing its three-year funded project.

The 1995 First Annual Conference on Family and Community Violence Prevention provided the MIN-MALE Consortium a chance to showcase promising violence prevention strategies being implemented by its member institutions and other community groups around the country. Approximately 500 people attended the three day conference. Scholars and practitioners presented nineteen papers. Ten of them have already been published in the February 1996 Special Edition of Challenge (Rodney and Rodney, 1996).

The twelve keynote speeches and remarks delivered at the conference are contained in this document titled: *Collaborating to Prevent Family and Community Violence*.

The speakers were drawn from the following professional areas: criminal justice, education, psychiatry, public health, public policy, psychology, religion, social work and sociology.

Dr. John Henderson, President of Wilberforce University and Cochair of the Consortium for Research and Practicum on Minority Males and **Dr. Herman B. Smith, Jr.**, Former Interim President of Central State University welcomed the guests and explained the purposes of the conference.

The first keynote speaker was **Carl Bell, M.D.**, Executive Director, Community Mental Health Council, Chicago, Illinois whose theme was "The Status of Violence in America: A Focus on the Non-White Male". Dr. Bell discussed the characteristics and differences between several types of violence including institutional violence (lack of adequate health care for blacks, educational inequities and racism), individual violence (rape, physical violence, homicide and suicide), child abuse and gang violence, male and female violence, and four types of drug related violence. In the latter part of his speech, Dr. Bell discussed the role of the black colleges in violence prevention, especially in providing conflict resolution training for youth under stress and those who are under the jurisdiction of the juvenile court system.

In his speech, **Dr. Lee Brown**, the former Director of the Office of National Drug Control and the representative of President Bill Clinton's administration, examined the status of the African-American Male in 1995. He said, he is "tired of seeing the nightly images of young black men in handcuffs with coats drawn over their heads as they are led off to jail by a police officer." Dr. Brown also pointed out that the repeated images of young black men lying in the street after neighborhood shoot outs will leave the uninformed thinking that all black men are in trouble, that all black men are to be feared and that all black men are underachievers. He emphasized that all black men are not in trouble. Dr. Brown also challenged black men to play an active role in raising our next generation. "Manhood", he said, "should not be about how many children one brings into the world, but how accountable a man is to those he has brought here."

Reuben C. Warren, D.D.S., Associate Director for Minority Health, Centers for Disease Control, was the third speaker to the opening general session. Dr. Warren discussed violence prevention from the public health perspective while emphasizing that "we must recognize that poverty, undereducation and

racism may have a greater impact. . . on improving health than any health care we might undertake".

The keynote speaker at the dinner, on October 1, was **U.S. Congressman Louis Stokes**, D-Ohio 11th District. The congressman, a staunch supporter of the Minority Male Consortium's effort to reduce violence in America, expressed deep concern about the efforts of the current Republican controlled Congress to drastically cut public funding for the Office of Minority Health. After providing some grim statistics on the rate of violent crime, Congressman Stokes called for our immediate attention to the fact that "Our young people who live in crime ridden environments are beginning to accept violence as a way of life. Instead of planning their futures, they are planning their funerals." The Congressman, warned that "the future of our nation depends on how well we as a nation address the issue of violence" and he further stated, "We must put an end to children killing children." In closing, Louis Stokes pointed out that it is paramount that we place greater emphasis on research, education, prevention and risk reduction services.

On the second day of the conference, there were three keynote speakers–**Dr. Walter Broadnax**, Deputy Assistant Secretary, U.S. Department of Health and Human Services, the **Reverend Vashti McKenzie**, Pastor of Payne Memorial A.M.E. Church, Baltimore, Maryland and the **Honorable Michael B. Murphy**, Juvenile Court Judge for Montgomery County Common Pleas Court, Dayton, Ohio. On the same day, **Dr. Clay E. Simpson, Jr.**, Deputy Assistant Secretary, Office of Minority Health. **Dr. Laxley W. Rodney**, Associate Professor, Central State University and the Principal Investigator for the MIN-MALE funded project presented an overview of the first year's activities.

In his breakfast meeting address, **Dr. Broadnax** pointed out the need for an anti-violence movement in the United States which will help to "create a net of opportunities, hope, values and responsibility so that no young person falls through the cracks of senseless violence." Dr. Broadnax applauded the effort of the MIN-MALE Consortium to reduce violence among the youth.

Reverend Vashti McKenzie addressed current day domestic violence within the context of the ancient biblical story of Hagar, an indentured servant to Israel's patriarchal family of Abram and Sarai. Reverend McKenzie skillfully and humorously took her audience through the intrigue of a conspiracy between Sarai and Abram to hasten God's promise of a son to them in their old age. Sarai was the main manipulator, suggesting and encouraging Abram to engage in a relationship with Hagar to produce the promised son. Reverend McKenzie noted that no one asked Hagar if she wanted a child. She was forced into a sexual intimacy she neither wanted nor asked for, and was forced to have a baby. Once Hagar became pregnant Sarai was upset and Abram rejected Hagar. Lack of understanding, sympathy and empathy forced Hagar to leave the family for the wilderness where there was no shelter, no rape crisis center and no abuse counselor.

In his brief address, **Dr. Clay E. Simpson** explained the differences between a contract, a grant and a cooperative agreement. He explained that the cooperative agreement between Central State University and the Office of Minority Health means that his office remains an equal partner in the project. Dr. Simpson urged all the college students and individuals associated with the Consortium's funded project to write to their congressional representatives and senators and inform them of the benefits they are deriving from the project.

In his first annual report on the status of the funded project, *A Series of HBCU Models to Prevent Minority Male Violence*, **Dr. Laxley W. Rodney**, the Principal Investigator, presented a summary of certain risk factors that may be impacting youth who display violent behaviors. He cautioned the audience that there is no one theory or prevention strategy that can prevent or reduce violence. He points out that the MIN-MALE Consortium, through its 19 Family Life Centers, has adopted various prevention strategies which can be grouped according to the Center for Substance Abuse Prevention (CSAP) eight core strategies–multidirectional, prevention education, resiliency focused, drug intervention, environmental change, health promotion and counseling intensive. Preliminary data concerning evaluation of the various prevention efforts and the first phase of the Consortium research on factors impacting violence were included in Dr. Rodney's presentation.

Judge Michael B. Murphy discussed the issue of violence and retribution. He shared some of his experiences on the bench as a juvenile court judge where he has seen an increase in horrendous crimes being committed by juveniles. A teenage boy in Dayton, Ohio was murdered by a group of five youth under the age of 15. A teenager from one of Dayton's suburbs gave birth to a baby in her bathroom, immediately wrapped it in towels and plastic bags and then threw the baby in a trash dumpster where he was later found dead.

The last keynote address was given by Mr. **Charles Ballard**. Mr. Ballard pointed out that the role of the father in any environment, especially a violent one, is to be nurturing, compassionate and loving. He stated that in 1890, just after slavery, blacks had the highest rate of marriages in the United States, but, by 1994, over two-thirds of the babies born in black communities were to single mothers. Mr. Ballard encouraged fathers to go back home and claim the life of their children. He ended his speech with a ten-point pledge for fathers.

Laxley W. Rodney
H. Elaine Rodney
Central State University

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Welcome Remarks

Sunday, October 1, 1995
1:30 p.m. - 2:30 p.m.

Dr. John L. Henderson

President, Wilberforce University
Cochair, Minority Male Consortium
Wilberforce, OH

"We are here this afternoon to share ideas and explore solutions to one of the most critical issues confronting our community and, indeed, our nation."

Good afternoon, ladies and gentlemen. My name is John Henderson. I am the President of Wilberforce University and Cochair of the Minority Male Consortium. I want to start by extending my greetings and best wishes on behalf of my colleague, Dr. Niara Sudarkasa, the President of Lincoln University and Cochair of the Minority Male Consortium, who could not be with us this afternoon. She sends her best wishes to each and everyone of us for a successful conference.

I want to take this opportunity to welcome you, on behalf of the National Advisory Council and the members of the Consortium, to this National Conference on Family and Community Violence Prevention. We are here this afternoon to share ideas and explore solutions to one of the most critical issues confronting our community and, indeed, our nation. We find ourselves at a point in time where our young men are tragically caught up in a very complex mix of forces and circumstances that will really begin to get worse in this nation if we don't do something right now. My grandmother, who was not a Ph.D., but was one of the most competent and able philosophers and visionaries, used to say that "An ounce of prevention is worth a pound of cure." That's what we are here about this afternoon. You will know what we are dealing with is prevention. We don't want to believe all of the problems. We want to be dealing with some of the things that will hopefully

transform into policy decisions, enabling us to short circuit this plague we are dealing with. I also want to say that the spirit of this conference is wrapped up in a song: a favorite of mine by Al Jarreau, *We're in This (Thing) Together*. I honestly and truthfully believe that the exchange of ideas, the merging of minds at this particular institution in an atmosphere of friendliness, will lead to the kind of changes that we are looking for in order to ameliorate, even to eliminate, the tragic conditions with respect to violence in our communities.

I now want to call to the podium my esteemed colleague, the Interim President of Central State University, which is the coordinating agent for this particular project, Dr. Herman B. Smith, Jr., to bring us words of welcome. Thank you.

The Purpose of the Conference

Sunday, October 1, 1995
1:30 p.m. - 2:30 p.m.

Dr. Herman B. Smith, Jr.

Former Interim President,
Central State University
Wilberforce, OH

"The purpose of this conference is threefold: to seek a clearer focus about violence as a growing societal condition, to develop intelligent consensus among professional and community leaders with reference to ameliorating the conditions which promote violence, and to showcase promising violence prevention practices and programs around the country with an emphasis on strategies which promote family and community bonding."

Distinguished head table occupants, ladies and gentlemen, I take great pleasure in joining Dr. Henderson in welcoming you to this National Conference on Family and Community Violence Prevention. You will notice from your program that the conference is being sponsored by Central State University in collaboration with 18 other Historically Black Colleges and Universities/Minority Institutions and the Office of Minority Health of the U.S. Department of Health and Human Services in Washington, DC.

Tomorrow morning we shall be hearing from two individuals who have played key roles in conceiving, planning and nurturing the program at the federal level, making it possible for the Office of Minority Health to award $4.335 million in 1994 to Central State University on behalf of the Consortium for Research and Practicum, more commonly called the MIN-MALE Consortium. These two individuals are Dr. Walter Broadnax, Deputy Secretary for the Department of Health and Human Services, and Dr. Clay Simpson, Deputy Assistant Secretary for the Office of Minority Health. Central State University and the MIN-MALE Consortium are very greatful to these two stalwarts and their technical support staff, especially Mrs. Maria Cromer from Dr. Broadnax's office, and Mr. Michael Douglas and Mrs. Carolyn Williams from Dr. Simpson's office, for assisting the faculty, staff, and presidents of the participating institutions in their efforts to deal with the serious problem of family and community violence, particularly among the minority community. Our involvement as a group of 19 institutions in this par-

ticular program is consistent with the primary objectives of the HBCUs from their beginning. And what was that? To be a positive helpful force in dealing with problems or conditions which have a negative impact upon black people and their community. This group of institutions has never wavered in this fundamental outlook and commitment. So we are here this afternoon in a wide-ranging, far-reaching fundamental effort to focus effectively upon this cancer that eats up our society today.

The specific purpose of this conference is to fulfill one of the four major goals of the MIN-MALE funded project *A Series of HBCU Models to Prevent Minority Male Violence*. We want us all to be very clear about that. We are going to investigate, study, and talk about a series of models to prevent minority male violence. Tomorrow morning, between 10:15 a.m. and 11:15 a.m., Dr Laxley Rodney of Central State University, Principal Investigator for this funded project, will provide us with an overview of the entire project which is being implemented on the campuses of the original 16 institutions. As of yesterday this group has been expanded to 19 institutions with the addition of our good friends from California State University, Los Angeles; Southern University, Baton Rouge, Louisiana; and Voorhees College, Denmark, South Carolina. The full list of all 19 members of the MIN-MALE Consortium is on the back page of your conference notebook. We want you to get to know them and interact with them during this three day gathering.

The design of our funded project, *A Series of HBCU Models to Prevent Minority Male Violence*, requires the Consortium to implement activities under four main components:

- violence prevention strategies at the community level and the campus level
- research on various aspects of violence at the Consortium wide level and at three specific institutions: Central State University in Wilberforce, Ohio; Morehouse College in Atlanta, Georgia; and Xavier University in New Orleans, Louisiana
- evaluation of all Consortium prevention activities
- operation of an information clearinghouse for the purpose of sharing information among the member institutions, dissemination to the general public, and the participating government agencies.

The purpose of this conference is threefold: to seek a clearer focus about violence as a growing societal condition, to develop intelligent consensus among professional and community leaders with reference to ameliorating the conditions which promote violence, and to showcase promising violence prevention practices and programs around the country with an emphasis on strategies which promote family and community bonding.

This is quite an ambitious project but we are durable and ambitious people. That is why we are here. We are optimistic as we proceed in this enterprise this afternoon. We believe that the planning team members, with input from the respective Family Life Centers, have put together an interesting program that will help us to not only fulfill our goals and objectives, but to meet your expectations and, hopefully, provide you with some new ideas and challenges as we strive to reduce and prevent violence in our respective communities. We are pleased that you have come to this meeting and we expect you will be able to remain until the end. You will be well rewarded for the effort you put forth to attend. Thank you for your attention.

Status of Violence in America: A Focus on the Non-White Male

Sunday, October 1, 1995
1:30 p.m. - 2:30 p.m.

Carl Bell, M.D.

Executive Director, Community Mental Health Council, Chicago IL

"There are many different types of institutional violence that we suffer from. One of them that disturbs me greatly is the lack of health care... The death from cardiovascular disease, diabetes, cirrhosis of the liver and cancer is twice as high in black folk 45 to 64 than for white folk. That's a form of institutional violence. It is interesting that if you go into the military where everybody has access to health care, black children's death rate in infancy is the same as white children."

Thank you. I'm glad to be here. Really glad to be here because in a lot of ways this is the fruit of some earlier labor. I go back to late 1969 when black psychiatrists, led by Chester Pierce, one of the advisors that got *Sesame Street* started, and Alvin Poussaint, James Comer and a number of us got together. It became very clear from looking at health statistics, that murder was a serious problem in the United States for African-American people. As a result of those meetings, we went to the National Institute of Mental Health, we wanted to force the country to provide some of its resources to deal with this problem. Jim Ralph orchestrated and organized the first conference to do something about the problem of black on black murder in 1980. It was not until 1984, after memos had gone to numerous people at the Department of Health and Human Services that the Surgeon General, Koop finally put violence on the public health agenda. Now almost twelve years later, I am seeing a lot of good things, especially at this conference.

I want to change the title of the talk to *Status of Violence in America: A Focus on the Non-White Male* because somehow, when I look globally, black folks are not minorities. We might be a minority in this country, and they will lead us to believe that we are minority, but I suggest we change our mind set and understand that people of color are by far the vast majority of people on this planet. We need to understand that so we can operate

from a position of power rather than the position of being a minority.

I went to a black medical school. What they taught me at Meharry was very clear. If I were in my office and a child came in with a rat bite and I gave that child a tetanus shot and antibiotics and dressed the wound, I would be a good physician. But, if fifty children from a community came into my office and I stayed in my office and treated those children, I should have my medical license revoked because I had not taken that extra step of going into those children's community and getting rid of the rats. There are lots of rats out there that we need to get rid of. And it is that public health philosophy of getting rid of the rats that brought me to this issue.

I was first confronted with it in my professional life in 1976 when I treated a four year old black girl who had seen her mother stabbed to death. I went to the literature and began talking to people. There was nothing about what to do to help this child. So we began to do some work. Al Poussaint, who used to advise *The Cosby Show*, wrote early articles on the psychology of why blacks kill blacks. We talked about self-esteem and self-hatred very early in psychological work. But we've had to move the agenda from the initial understanding.

Since one of the goals of this conference is to seek a clear focus about violence, I want to be very clear about the different types of violence. The reality is that not all violence is bad. There is legitimate violence. Most of us are fairly clear that if someone were to try to hurt our children we would probably get violent... legitimately so. If we got attacked by somebody in white robes we would probably become violent... legitimately so. So when we talk about doing something about violence, we are talking about illegitimate violence. We are not talking about self-defense. We are talking about illegitimate violence like robbery and murder. We need to be clear because people get confused about another type of violence, group violence. They confuse it with individual violence. For example, there has been great interest in the issue of violence since the riots occurred. Whenever there is a riot people get worried about violence. They get worried about individual violence. They blur these two types of violence that have totally different motivations.

We need to be clear about the difference between institutional violence and individual violence. There are many different types of institutional violence. One that disturbs me greatly is the lack of health care. We all know that black children are twice as likely to die than white children. The homicide rate for African-American children has been six to twelve times higher than white Americans since 1929. This is nothing new for us. Deaths from cardiovascular disease, diabetes, cirrhosis of the liver and cancer is twice as high for black folk, 45 to 64, than for white folk. That's a form of institutional violence. It is interesting that in the military, where everybody has access to health care, black children's death rate in infancy is the same as white children. All those differences drop off later. The six to twelve times homicide rate in civilian black men drops off when black men are in the military. The death rate from cancer, stroke, diabetes, and cirrhosis drops off because of access to health care. We need to be clear that black physicians understand their priorities. It was black physicians, back in the forties, who began to push for national health care, and as a result, we have Medicare. If it were not for black physicians, there would be no Medicare because of the viciousness and the greediness we see in the majority of white physicians in

this country. This is a form of institutional violence.

I was talking to Reverend Jackson and he pointed out something that ought to be very obvious to all of us. For a child in the inner city, if he's lucky, the school system might be spending $500 a year on his education from kindergarten through the twelfth grade. In a well-resourced community, where the majority of residents are white, the system is spending $5,000 a year on a child's education. At the end of twelve years the two children take the same college entrance exam. Guess who is going to college? The child who has had $5,000 spent on his education. Guess who is going to prison. The child who gets $500 spent on his education. We need to be very clear about this type of institutional violence.

There is another type of institutional violence I want to share with you. It's the institutional violence of racism. We are very confused about racism. Let me just read this for you.

"Racism is an abuse of human rights which is identical to, supplementary to, and complementary to torture and terrorism." When the Klan used to arrive in our communities, that was terrorism just like when various countries do things, like put bombs in airplanes, it's terrorism. We need to elevate racism to that level of international understanding.

"Torture: The deliberate systematic infliction of physical and mental suffering for the purpose of forcing people to conform." We experience that everyday.

"Terrorism: The actual or threatened violence to gain attention causing people to exaggerate the strength of the terrorist and the importance of their cause." There are not that many crazy white people out there. They would have us believe there are millions of them. That's the whole purpose of terrorism.

These three things, racism, torture, terrorism, all require the victim to be dehumanized and degraded. Understand this; in the relationship between the oppressed and the oppressor in any effective and efficient submission/domination system, it is critical for the oppressor to monopolize the perception of the victim and one is victimized in the proportion to the quality, quantity of space, time, energy and mobility that one has to yield to, or has yielded to, the oppressor. Conversely, the more one regains the command control of these three elements, the less one is victimized. I am talking about control over time, energy and space. What happens is, as black folk, we are subjected to daily minute insults and aggressions known as "micro-insults" and "micro-aggressions". These offensive mechanisms are designed to keep blacks in the inferior, dependent and helpless role.

On my way to Atlanta today I was in line and a white person walked in front of me. How many times have you been at the counter, next to be waited on, and a white person acts like you are invisible? How many times have you been in a suit and tie in a hotel and had a white person come up assuming you must be a luggage handler (the only black people that could ever be in a hotel must be luggage handlers) and ask you to carry his bags up to his room? And they tell us we don't know racism still exists. It's not over. They are not hanging us from trees any more. That sort of terrorism is not there, but the torture, the minute daily insults, continue to mount.

If you are a black student who wants to go to medical school and your advisor tells you, "You know you may not want to try that, maybe you ought to go into automechanics." That's a micro-insult. These mechanisms are

non-verbal and kinetic and are well-suited to control space, energy and the mobility of African-American people, at the same time producing feelings of degradation. You know for a fact if a white person micro-insults you, you will go off on them. They will ask you why you are so touchy and you will walk away feeling you have done something wrong. They are stereotyping you.

There is another confusion I call the [Clarence] "Thomas Syndrome." There is confusion about the supportive efforts of individual whites versus the destructive action by whites as a collective. White folk have treated Clarence Thomas very well so he is confusing those individual supportive efforts. He hasn't looked at the health statistics. No one has told him that the health of black Americans in the civilian population is vastly different from the health of black Americans in the military. He doesn't understand these things.

The third confusion is when, where, and how to fight racist oppression versus when, where, and how to accommodate it. I guarantee you, if I'm driving down a lonely street in a nice luxury car and a white State Trooper with a confederate flag on his forearm pulls me over, he doesn't say, "Good afternoon sir. How are you doing?" He says, "Where did you get this car?" He assumes a black person could not possibly own this kind of car. I'm not going to fight it there. I'm going to accommodate it. Maybe when we go to court I will fight it. But we're very confused about what, when, and how to do this.

Lastly, and this is the main reason I'm presenting this, is the fourth confusion. It's about control. When are we in control and when are white people in control? Frequently when I'm with black people talking about solving problems, half the black folk in the room say, "If it wasn't for the white man we'd be in such and such a place." That is called external locus of control. The other half of the black folk say, "The hell with the white man. Let's do for self." They get into an argument over which is the control focus and we don't accomplish anything. The reality is that there is a little of both, depending on the situation, and sometimes you can break through the glass ceiling. Other times, no matter how hard you try, white people are going to be racist. They are going to cut your throat. We want to talk about internal locus of control. We want to talk about the kind of things we are able to do to help ourselves deal with this issue of violence.

Bill Moyers asked me, " What can we do about violence?" I said to him, "What are you talking about? What kind of violence are you talking about? Are you talking about sexual violence or physical violence?" It's all very different. If you are a teenager and get into a fight you go to the emergency room, they sew you up and send you home. If you are a teenager involved in a date rape and you are the victim, there's a whole infrastructure in that emergency room to deal with you; how to collect evidence, how to get you some counseling and how to send somebody to court with you. The infrastructure is very different.

Are we talking about self-directed violence, suicide, or are we talking about homicide? Each year in this country there are 50,000 suicides and homicides, twenty thousand homicides, and 30,000 suicides. Of those 50,000, thirty thousand are caused by guns.

Are we talking about perpetrators or victims? Are we talking about children or teenagers? If we are going to do something about violence against young children, child homicide, then we are talking about child abuse. Children under five who get murdered get murdered as a result of child abuse. If

we're talking about teenagers we've got to focus on gang related violence.

When we are focusing on adults we have a different type of violence. We have to look at gender. Males and females are violent in different ways. Up until last year, black women killed more black men than black men killed black women. If you go into prisons one fourth of all the women are there for murdering somebody; a spouse, a husband, an intimate somebody. We've got to look at the issue of gender.

We also have to look at this issue of racism and ethnicity. The reality is that different groups of non-white people kill themselves differently than white people. You don't see Latino men killing Latino women. Latino males tend to kill one another in groups, in the streets and in gangs. If you go to one city with a large Latino population you'll see a lot of gang related violence. If you go to a black community you will see a lot of domestic violence. The black domestic homicide rate is eight times the white rate.

There are reasons why that might be. When you look at how white folk kill, you find some interesting things; serial killing, mass murder, murder-suicides. When they bombed Oklahoma my first thought was "white male" because that's the kind of things that happen. Look at history; mass murderers, serial killers, presidential assassins. Look at murder-suicide. When the white guy killed his wife in Boston and said a black man did it I knew he was lying. What did he do later? He committed suicide. Fortunately, they woke up when the Smith woman killed her children but that's a white pattern of violence. We really don't know why there are differences, except when you look at suicide you find that white people tend to kill themselves twice as often as black people. There's something that white people do, a mentality of "I am taking everybody with me when I go," that scares me about living in this country. I am afraid they are going to do the whole country that way.

We have to talk very clearly about circumstances. We have been talking about the public health focus that dealt with issues of violence before 1984 when Koop put it out there. I am not talking about taking a public health approach with the guy who has killed six different people on six different occasions while he was robbing them. As far as I am concerned, the best public health approach to him is prison, put him in prison, leave him there.

Gang related violence in this country accounts for about two percent of all homicides. The reason we need to be clear, and the reason I am trying to focus on this, is that I have been places where they will catch two gang members in the city and mount a huge gang prevention intervention. You go to the local police chief and say, "Show me the murder circumstances." He will show you three years worth of murders where 80% are domestic. You say to him, "But why are you going after gangs?" His response, "It was on the front page. It was on the news." We cannot afford to let our understanding of policy and public health be directed by the media. In places like Chicago and Los Angeles gang related violence used to run about 6%. The last three years it has been about 13%. Again, you have to look at youth. Among youth ages 15 to 17, 33% in Chicago die from gang related violence. If you go into more detail and look at race, you find deaths among Latino youth 15 to 19 is 65% gang related. You could take the best gang violence prevention program in the world to the city of Chicago, and if it were 100% effective, you would still have 67% of black youth 15 to 19 years old being murdered. You would do

wonders for the Latino community because it would stop two-thirds of their murders right away.

There are four types of drug related violence and each calls for four types of strategies.

- Pharmacologic; people on drugs go crazy off drugs, and kill somebody.
- Economically motivated; people need money to get high so they go out and rob somebody and kill them in the process.
- Systemic; one drug dealer killing another drug dealer.
- Negligence; people are high and somebody gets killed accidentally.

I remember when I was in Washington, DC where there is a systemic violence drug related problem. Because DC doesn't have organized crime there's chaos and anarchy. All these folk in DC were selling drugs and killing each other. We go to this national public policy meeting in Washington DC, and we spend one day out of two talking about drug-related violence, talking about systemic violence. Finally somebody said, "Why are you talking about this? This ain't the issue. This is only in DC!" And they say, "Oh is it? We didn't know." These folk were getting ready to make public policy for the whole country based on a microscopic view of what's going on in Washington. We've got to be very careful about our planning in dealing with this issue.

The majority of the so-called drug-related violence in this country is really another type of violence. It's interpersonal altercation violence. Think about the last time you were in a fight. Who were you fighting with? Was it a stranger? Probably not. Was it somebody in your family or a friend or somebody you knew? Probably. This country is very interesting. We used to have this notion about sexual assault, that is, if somebody is going to sexually assault our children, it will be the stranger in the dark, in an alley wearing an overcoat. Instead we find out it was Grandpa Charlie, somebody in the family.

A majority of rapes committed are date rapes. Is it a problem on college campuses? Yes it is. We've gotten away from the "stranger-danger" mentality around sexual violence but we haven't done the same thing with regard to personal physical violence. These different types of violence require different solutions. We need to develop some consensus on how to deal with this. Let's look at some institutional violence. Let's look at drug-related and economic violence where somebody robs somebody to get some drug money. There is a group of people in this country with a 90% recovery rate from any kind of addiction you want to name. Isn't that amazing? Ninety percent recovery. They are physicians.

What is our policy in this country about drug addiction? It's incarceration. I wonder what would have happened if years ago, instead of criminalizing a medical disorder, they took the $23,000 per year it takes to incarcerate somebody using cocaine and used it to treat him. Where would we be? There is obviously some technology out there that is able to have 90% of the population in recovery.

I mentioned earlier educational institutional violence. Fortunately, we have the people here who are trying to level that playing field. I am so glad that there are black colleges. Otherwise we would be in trouble.

If you are 30 or 45 and you kill six different people on six different occasions, I am all in favor of a criminal justice approach to that. But what is it that causes somebody to be predatory? It's trauma in infancy. They are born to a mother who is stressed out, who probably has been victimized and abused all

her life and is abused by the system. She cannot have access to health care. She is stressed out and has a two-month old baby who is also stressed. He is not given any empathy. He is treated in a rough, inhumane fashion. He grows up angry, and he has figured, "If I am having a bad day, everybody is having a bad day. I am going to be your worst nightmare." Wouldn't it be interesting if we understood that when he gets to be 30 we will be spending $23,000 per year on him? Wouldn't it be easier to pay someone to go to his mother, to link up with her, to provide her with some nurturing, to help her with her stress, to take care of her infant? That is what they are doing in Hawaii and child abuse in Hawaii is beginning to drop. There is a solution to the predatory violence. Here is the solution.

Interpersonal altercation is a large part of violence. There is a white pediatric surgeon who works in a Harlem Hospital in New York. She told me that when a kid comes in with a cut she admits him for three weeks, because she recognizes that he's high risk. In 1984 when a kid came in with a cut from some kind of altercation she used to sew him up and send him home. But she realized a lot of these kids came back shot or dead. She identified these children as being high risk. When she admits them for two to three weeks everybody leaps on these kids with intensive services; social services, criminal justice services, psychological services, psychiatric services; and they work with those children. They work with the family. She has seen 500 kids since 1984, and none have come back dead. The issue of revictimization in rape and interpersonal violence literature says, if you go to the emergency room for being in a fight, before the year is out, 70% will be back for being in a another fight. Twenty percent will be dead. There's a point of intervention. Unfortunately, the infrastructure in emergency rooms is not in place.

I am glad that black colleges have taken this up. Frequently, we do not know how to talk to one another. Think about the last person you were in a fight with, probably something petty. We need to teach conflict resolution. We need to teach people how to make "I" statements. We need to have everybody exposed to Rodney Hammond's work out of Dayton, Ohio. In addition, we need to identify people who have been victimized and stressed out. I am a psychiatrist. I see children all the time. That is what I do. These children are stressed out. They have seen their mothers shot and stabbed. They have seen people beaten up. They have been victimized by the child protective agencies that are trying to save their lives. I saw a seventeen year old kid who had been taken away from his mother because she was using drugs. He had been in seven foster homes in seven years and had not seen his brothers and sisters. They would not let him see them. We wonder why he is headed toward criminal justice at 18. We caused that child grief for a long time and did not put anything in place to help him deal with his stress.

Something is wrong in this country, seriously wrong. We need to look at the issue of stress in our children. The National Medical Association put this on the agenda in 1986. The American Medical Association just started doing this. There's a mind set in white folk in this country. They don't want to see this problem solved because of some deeper psychological issues that they have.

We started looking at the issue of victimization violence back in 1985. We looked at 536 kids; second, fourth, sixth and eighth grades. Twenty-five percent of these children had seen a shooting or a stabbing. We took

these kids to Lake Geneva to teach them conflict resolution, teach them social skills and teach them how to argue in a constructive, positive way. That is where we learned the lesson of debriefing children's traumatic incidents. If you try to teach a child conflict resolution and he sees his mother stabbed to death, you are going to set him off. You have to debrief the child.

The other thing we learned is that some children, when exposed to violence turn into Batman. Batman had identity problems. He had relationship problems. He engaged in high risk-taking behaviors. But he had something positive. He was doing something positive. He saw a little girl whose mother was using drugs and had been beaten. She was taken away from her mother. Her mother recovered for three years and they put the little girl back with her mom. She had been there for a year. This little girl was a straight "A" student. She didn't want to be a bad child for fear that if she was, her mother, who was stressed, would go back to using drugs. I used to think that this Batman syndrome was kind of positive but this little child was dead inside. We started doing some basic empirical work in 1987 to find out how bad this problem was.

In a most recent study of 204 kids, probably in the most violent community of Chicago, 45% of children had seen a murder. Of the approximately 1,000 murders in Chicago each year, about 350 occurred in this neighborhood. Each year there are 16,000 shootings and stabbing. We have to identify these children and we have to deal with their stress. What we found from the study is that 7% of children are freshmen in high school. Seven percent had been shot, 50% had been shot at. How can you get an education if you are in that kind of danger? Seven percent, mostly 11 to 13 year old girls, had been raped. Here we looked at stressed children who were just poor and black; never been exposed either as having witnessed or having been victims of violence. If you are poor and black in this country you are catching hell. You are under so much stress it is not funny. Witnesses and victims go up even higher. What do we find? Females have the stress symptoms. They get depressed. They have anxiety disorders. I saw a little 13 year old girl who was getting F's for two years. From six to 11 she was getting straight A's. At six her father had sexually assaulted her. She got counseling for two years. They figured she was okay. She got straight A's from six to 11. At which time she realized what her father had done. That's when she had flashbacks of sexual assaults that prevented her from studying. How many children in our schools are suffering from academic difficulties because we have not had enough sense to debrief them? What do boys do when they are exposed to violence? They carry guns. They have a false sense of assurance in the future. They engage in unsafe sex and in high-risk behaviors.

We need to look at high risk groups. I hope that black colleges will be able to adopt juvenile detention centers in their cities so they can mentor some of the children. Children in juvenile detention centers are children who are under stress. I read one study where 60% of the children in the juvenile detention center; I am talking children under 18; had been shot. Those children deserve a chance. We have to look at high risk kids in schools. I do this for a living. I help people overcome this. I turn them around, so I know that it is possible. I'm very glad we are here developing this infrastructure. I'm glad to see the research and the manpower being developed. But we also have to do something else as black folk, and I would ask that the

black colleges pay particular attention to this. I think that we have to teach our folk management because we really don't know how to move a group of people. We learn our management skills in not-for-profit organizations and church, so our ability to move an issue is a little lax as a people. We have some great leaders who do wonders in management but I encourage as many of you as possible to go to that *Million Man March*. Whatever is said about Farrakhan, he knows how to manage some resources.

Let me just close with this. I hope you have heard the prevention pieces. Primary prevention is education, health care issues, providing support to poor families to keep their families together and secondary prevention is identifying high risk children who have been victimized, helping them with their stress, teaching them conflict resolution, helping children in our child protective system, dealing with people who have already been shot and putting an infrastructure in emergency rooms. It is fascinating that, if you take an overdose of pills and go to the emergency room four people drop out of the ceiling to counsel you. You engage in the same kind of behavior, except that it is other-directed rather than self-directed, they sew you up and send you home. Something is wrong!

Let me close here because, despite how fired up and angry I am about this issue, I am so happy to be here. I was so glad to go down there to that exhibit and see the things these black colleges are doing. If it were not for black colleges a lot of us in this room would be in much worse shape. We have a lot of strength in our community. We have a lot of educators. We have a lot of grandmothers and if it were not for this we would be in more trouble.

I was in Louisville, Kentucky and Dr. Grace James, a black pediatrician, invited me to the oddest conference I have ever been to. I was keynote speaker for lunch and she had 60 presenters, all presenting in the same room. Each presenter got two minutes. Louisville, Kentucky is not my idea of a big city. One man got up and said he was a police officer and talked about conflict resolution programs. A minister got up and talked about an educational program and a tutoring program. Another man got up and talked about sports. Somebody else got up and talked about police and how they should intervene in domestic violence. Somebody talked about what to do in emergency rooms. Somebody talked about nurturing poor families. The whole system was in place but they didn't know one another. They were all from Louisville but did not know one another. I told them, "You don't need me here. You have to get together."

That's what we need to do. We have a lot of positive things that we need to keep in mind. People say, "Bell, why don't you get burned out?" It's simple. I am on a football field and it's a hundred yards long. I am on the 10 yard line. I've got the ball and I know I have 90 yards to go. But as long as I have a team on my side, which is black folk and a few well minded white folk, and as long as we have the ball, as long as we keep getting first downs, sooner or later we have to get a touchdown. Thank you.

The African-American Male in 1995

Sunday, October 1, 1995
2:45 p.m. - 3:20 p.m.

Dr. Lee P. Brown

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Drug Control Policy
Washington, DC

"Men are vital to the caring of emotionally healthy children. It goes beyond just teaching boys how to play basketball or riding a bike; men and women together must teach values, the importance of standards, and the difference between right and wrong. Our youngsters, both boys and girls, can deeply benefit from having a strong, masculine guide."

Good afternoon. It is my pleasure to have a chance to be part of a very important gathering and also to extend to you greetings from President Clinton. I am also delighted to hear Dr. Bell speak again because when he speaks, we all learn. I want to thank Dr. Herman Smith, Interim President of Central State University, for inviting me to participate in the First National Conference on Family and Community Violence Prevention. I also want to commend the 19 universities and colleges which are a part of the Consortium for Research and Practicum on the Minority Male. This consortium is important because it devotes its work to the investigation of the problems and challenges of minority males in this country and toward the development of comprehensive programs that address strengthening minority family units. I can think of few topics that are more urgent and compelling for the African-American community. With every new study that comes out, the picture becomes ever clearer that the African-American family is under siege and African-American males face social and economic odds that threaten their ability to fully participate, not only in families, but in the larger society as well.

It is fitting that we have come together at this conference to discuss these critical issues because finding solutions is going to take the involvement and commitment of institutions like Central State University and the others

which make up the consortium. Indeed, you are in a unique position to make a difference, a profound difference in the health and well-being of our men, our women, and our communities. Your work can have a great impact on improving the status of African-American males and the African-American community throughout this nation of ours.

My purpose this afternoon is to share with you my concerns about the problems facing the African-American male in our society, to emphasize my commitment to the eradication of these problems, and to put these issues in the context of community violence prevention, which is the overarching theme of this conference. These are the critical issues for all of us and we must address them so we can be better situated as we face the challenges of a new century.

Let me speak first about the plight of the African-American male in America in 1995. Everywhere we turn; on television, in the movies, and in the news; the image of the black man is too often a negative one. I am tired of seeing the nightly images of young black men in handcuffs with coats thrown over their heads as they are led off to jail by a police officer. I am tired of seeing the bodies of young black men lying in the street after some neighborhood shoot out. I am tired of what I see as a relentless assault on the image of black men. My fear is that these images leave the uninformed thinking that all black men are in trouble, that all black men are to be feared, that all black men are underachievers.

Let us be clear about one thing. All black men are not in trouble. Many are doing very well. Just look around the room today. This conference is full of accomplished black men of purpose and commitment. However, sad but true, too many of our brothers are not faring well. The statistics are telling:

- Homicide is still the leading cause of death for African-American males between the ages of 15 and 24.
- The unemployment rate for African-American males is more than twice that for white males.
- In 1993, African-American men were about half as likely as white men to be employed as managers or professionals. They were much more likely to be employed as laborers or similar positions.
- For every African-American male who earns a bachelor's degree, there are 59 in jail and 61 on parole or probation.
- We know that on any given day, at least one quarter of young African-American men are caught up in the criminal justice system; in prison, on probation, or on parole; most of them for drug related crimes.

These statistics of decline and despair are appalling. They suggest the lack of opportunity, deprivation, hopelessness, inadequate education, unemployment, and insufficient job training are shortfalls in far too many of our inner cities. Unfortunately, more often than not, these problems lead to drug use, criminal activity, and violence. As a result, we need to change the social environment in which many of our young people live. If we do not, more and more young people will be at risk, and more and more will find themselves involved with the criminal justice system.

In addition to changing the social environment, we need to do a better job of teaching young black males what manhood and self respect really are. Whenever I speak to groups of African-American men, I challenge them to define their own realities because then, and only then, is it possible to chart a new course.

As adults, we need to stress that:

- Manhood should not be determined by the size of one's paycheck, but by how well one takes responsibility for the well being of one's community and family.
- Manhood should not be determined by how many degrees one has or by one's relative position in the community, but by how one goes about one's work with integrity; being true to what one knows is right.
- Manhood should not be about how many children one brings into the world, but by how accountable one is to those he has brought here.

Right now African-American women and children are crying out for our men to come back to the family and make it the institution it once was in our community. Men must play an active role in raising our next generation. Our family structure is being torn apart by many forces, but we cannot sit idly by as our children face a crisis that threatens to overwhelm them.

A black child born today has only one chance in five of growing up with two parents. Two out of three births to black women under the age of 35 are out of wedlock. Among our poor, almost 65% of women who have never married have children. This is double the number for whites. This is a dilemma for our children that we cannot allow to continue.

No one argues with the fact that a child needs a mother, but children need fathers as well. We cannot have fathers as mere fantasy figures in our homes and neighborhoods. It is not fair to the women who are rearing children alone, and it is not fair to the children who have to grow up wondering what it would be like to have a daddy. The impact of absent fathers in our communities cannot be underestimated. In a recent report, The Casey Foundation found that children who grow up without fathers are five times more likely to be poor, twice as likely to drop out of high school and much more likely to end up in our juvenile justice facilities. Men are vital to the rearing of emotionally healthy children. It goes beyond just teaching boys how to play basketball or riding a bike; men and women together must teach values, the importance of standards, and the difference between right and wrong. Both boys and girls, can deeply benefit from having a strong, masculine guide. Our homes will be strengthened and so will our families and our communities.

As we focus on the rebuilding of our families and communities, we must also give our attention to the dangerous external forces that threaten the vitality of our homes and neighborhoods. I am talking about the drugs and violence that are tearing many of our communities apart. As I travel around this country speaking about the drug problem and urging our citizens to take action, I am struck each time by the gravity and pervasiveness of this problem. It affects us no matter who we are or where we live. There is a growing sense that we just aren't safe anymore; that drug dealers and the merchants of violence have taken control of our neighborhoods.

The stark reality is that an individual addicted to drugs is not likely to be able to achieve the American dream no matter what color. An individual addicted to drugs is not likely to get and hold a good job, buy a home, support a family, or educate his/her children. An individual addicted to drugs simply cannot become and remain a productive member of society.

In the African-American community, the ravages of drugs and violence have become a familiar story. It is a story that must have a new ending. We must be concerned because

both the victims and the perpetrators of many crimes are getting younger and younger. We have 11 year olds acting as hit men. We have 15 and 16 year olds scrambling up the ladder of huge drug trafficking organizations. We have 20 year olds who are essentially "old" men in their neighborhoods because they have been lucky enough to live past their teens. Somehow we must convince our young people that using drugs endangers not only the life of the user, but the lives of others as well. Drug use affects the family, the neighborhood, and the entire community.

We also need to be concerned about the proliferation of guns among our young people and the increasing connection between guns and the culture of drugs and gangs in many American cities. A recent study on illegal gun use, commissioned by Attorney General Janet Reno, found that guns are commonplace in many inner city neighborhoods and that many young people feel that it is acceptable to shoot someone who disagrees with them or disrespects them. We have a serious problem when youngsters think that weapons can solve disputes or can provide them with the self-respect they feel is lacking in their lives. Fire power is not the kind of power our children need in their lives. It is an issue; a problem that we need to address.

Many of our children, whether they are victims or perpetrators, need our help. They need to know that they have not been written off as a lost generation, unworthy of salvation. They need to know that someone cares whether they have decent housing, a solid education, appropriate leisure activities, and the requisite three square meals each day. It may sound to you that my message is one of gloom and doom but it really is not. I am truly optimistic that we can make a difference. There is work that we all can do. Conferences like this one are wonderful. But they can only go so far when what we are talking about are issues so directly tied into personal behavior and personal responsibility. The challenge is whether we are willing, truly willing, to put ourselves on the line to change the environment in many of our neighborhoods and cities, provide the opportunity for our children to grow up, particularly with a clear mind, thereby reaching their full potential. That's our challenge.

I spent more than thirty years of my life in law enforcement and I know that stopping the cycle of crime and violence that grips our cities will require the personal commitment and initiative of individuals working together at the local level. Prior to accepting my present position as Director of the Office on National Drug Control Policy, I directed the African-American Male Initiative at Texas Southern University because I realized that we needed to take action in deed as well as word. I have also committed my office to the development of a National Strategic Action Plan for African-American Males. It is my hope that through this plan we can generate greater visibility for the problems facing African-American males. Already several meetings have been convened in the development of this plan, where we drew upon the participation and work of many renown experts in various fields. Our goal is to establish a political network and social reward system to facilitate the implementation of programs and policies that are culturally sensitive; action-oriented, generationally appropriate and community-based. The final report on our findings will be presented to the public later in this year or early next year.

Working on this project has been very gratifying to me because I believe that this is one of the most important tasks facing our

community today. In no uncertain terms, what we are really talking about, my friends, is saving our brothers, our sons, and fathers. Ultimately we are talking about the rescue of the African-American family.

The problems we face are awesome, but they are not insurmountable. Yet there is no time for us to waste. We have to start today. Because today at this hotel, in this city, we each have the power to make a decision:

- We can decide that the status quo is not acceptable.
- We can decide that there is no problem that is insurmountable.
- We can decide to live a life of service for our families and for our communities.
- We can decide to become change agents in both deed and word.
- We can move toward a renewed sense of spiritual empowerment in order to rebuild the foundations of our community.

As you go about this most important work, I leave you with the encouraging words of Dr. Martin Luther King who said, "Fortunately, history does not pose problems without eventually producing solutions. The disenchanted, the disadvantaged, and the disinherited seem, at times of deep crisis, to summon up some sort of genius that enables them to perceive and capture the appropriate weapons to carve out their destiny."

With the kind of collective spirit and energy I feel in this room, I know that we will have no trouble finding that certain genius that Dr. Martin Luther King was talking about so that we can get on with the important task of saving lives, saving families, and saving our communities. The task is an awesome one but it is also an achievable one. And certainly with your collective, as well as individual, concern and intelligence I am convinced that indeed we will make a difference. Thank you.

Violence: Not Our Fault, but Our Problem

Sunday, October 1, 1995
3:20 p.m.-4:00 p.m.

Dr. Reuben C. Warren

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"There is no biological nor genetic connection to violence that we see today. The victims and the perpetrators are often the same folk. We must continue to study the social context in which violence occurs and design strategies to address them."

Good afternoon. You have heard from the scholars. You have heard a theory and a practice. You have heard from those who have been there. I am most honored and proud to share the podium with them. All of you have read about, listened to, and watched Dr. Lee Brown. So have I. Some of you have read, heard about, and listened to Dr. Carl Bell. You heard him mention Meharry Medical College. As you should know, that's one of our schools. We share a common path. We also share a common destiny. We are in it together. I also have a sense that even though we've been here for a while, you're fired up and ready to go.

I am from Atlanta, and I would like to welcome you. This is my home. It is the Centers for Disease Control and Prevention where I work. The director of the CDC is Dr. David Satcher. In the preliminary program he was supposed to speak. He couldn't make it but he sends his greetings. What you may not know about Dr. Satcher is that he's an African American. Often times I am invited to the same places he is. Often he cannot attend and folk think I am David Satcher. We don't look alike even though our goal is the same. I also want to take a moment to acknowledge the tremendous contribution of Dr. Clay Simpson, the Deputy Assistant Secretary for the Office of Minority Health. I don't know if Clay is here but you should know Dr. Simpson. On his shoulders many of us stand. He's providing the

leadership in government and he's been doing it for a mighty long time.

Last, before I start my formal comments, and I'll make them brief, you've heard how government and non-government work together. You have heard from Dr. Bell and you've heard from Dr. Brown. You see, we can work together when the right folk are in place.

There's a physical, social, psychological and spiritual disease among our people. The same applies to other groups that you may not know. However, for the purpose of this conference, that doesn't matter. We're destroying us, and only we can save us. I start with that quotation from a poem because the issue of violence and its consequences are interpreted differently by many, and poetry, among other fine arts, is a matter of interpretation. You see, it's not what I say, but it's what you hear. I believe the poem from which the verse was taken is relevant to some of the conditions currently existing in the United States. Specifically, the poem has a clear relevance to the theme of this conference: *Collaborating to Prevent Family and Community Violence*. For reasons, many unexplained, violence is we on us, black on black. You may not know that violence, specifically homicide, is also Hispanic on Hispanic, Asian on Asian, Native American on Native American, and yes, White on White. Homicide is usually disproportionate, intraracial and among friends and family.

Unquestionably, physical and mental harm to any human being is unacceptable. However, the loss of life, disabilities due to violence, the misery, suffering, and pain are disproportionate in African-American communities. We did not create the problem. It is truly not our fault but we must deal with it. Thus, the theme of my short comments is *Violence: Not Our Fault, but Our Problem*.

Throughout this conference, you will hear the words *violence, homicide, crime,* and *injury* used interchangeably. Please be careful, as Dr. Bell has suggested. They are not the same.

There are many types of violence and I'm not convinced that there is a linear relationship between "crime" and the "criminals," or physical injury and violence. From my initial comments you may think that violence is limited to homicide and limited to people of color. To the contrary, violence is not limited to homicide. Philosophically, violence must include the intent to do harm as well as actually doing physical and psychological harm to oneself, to another human being, or a group of human beings. That's violence. You heard from the scholars violence is more than physical. Violence must also include causes or factors such as poverty, under-education, racism, sexism, and other forms of exploitive behavior. Looking around in the United States one must conclude that violence is quite normal in America. The country was founded through violence. You surely remember the tragedy of Native Americans, the American Indians, or the revolutionary war against England. All of that is violence, and as Dr. Bell has said, "All violence ain't necessarily bad." However, for the purpose of designing a scientific approach to reducing or avoiding violence, a more narrow definition is needed - operationally needed. Violence must not only address the deaths but the assaults, be they physical, social, or psychological. Physical violence occurs at different rates, in different ratios and ethnic groups. However, when one holds constant variables such as income, education, or locale, racial/ethnic differences, violent acts are greatly reduced. In my view, violence is an acquired trait, particularly those traits that are acquired in the United States.

Each year more than 20,000 people die, and more than 2.2 million suffer from non-fatal injuries from assaulted violence. Homicide is now the leading cause of death among persons 15-24 years of age in the United States. In no other country where the data are collected is the homicide rate as high as it is in the United States - nowhere on earth. When it comes to African Americans, the numbers are startlingly frightening. Homicide has been the leading cause of death among 15-24 year old males and females for over a decade.

You may have heard the term "excess deaths." That term was coined by Dr. Alfred Haines, an African-American former president of Drew University of Medicine and Science. Excess deaths are the deaths beyond what you would expect if the rates for African-Americans were the same as the rates for white Americans. These deaths and other epidemiological descriptions of the problem are important. However, these data merely describe the problem, and we must solve it. Although I work at the Centers for Disease Control, where all of the data are collected, analyzed, and disseminated; I didn't bring any slides because I don't want to continue to focus on the problem, not even the epidemiology of the problem. What I want to do is offer my views on the framework for us to proceed.

Some said that violence, as previously defined, is a public health problem. You've all heard that. But I don't fully agree and I am a public health official. I believe that violence is more than a public health problem. Violence, in my view, is a problem of American society. It's a cultural problem. Nonetheless, violence can be reduced and avoided, to some degree, by public health intervention. That simply means that many disciplines have a role to play. I believe that public health has a role to play.

For example; I grew up in a low-income, inner city neighborhood. You know those kinds of places. I am reasonably familiar with the old and the new programs in many of the communities where violence is rampant. Let me say it another way. I am from Watts. Watts, California. No matter where I live or where I go, I will always be from Watts. Being from Watts is not a description of geographical location. It's a political statement of commitment. I am from Watts. I love the folk from Watts. I love the spirit of Watts and other communities across the country similar to South Central Los Angeles. I can remember as a young man being stopped by the police, handcuffed, and taken downtown because somebody who looked like me did something to somebody else. During that time violence for me was a criminal justice or law enforcement problem that was clear. In high school I can remember having to take off my high school athletic letterman's jacket in certain neighborhoods because it was the wrong color and I was in the wrong part of town. Violence for me then was a political problem. As I grew more confident I wore my letterman's jacket more places. But in my aging years I've learned more about the criminal justice system and avoided it. Thus, I know that violence is also a matter of public health and, as an African-American health practitioner and health scientist I can do something about it. I can keep my people from being the scapegoats of violence.

Jerrod, a linguistic scholar from Stanford University writes, *"Violence is frequently called irrational. It has its reasons, however, and can marshal some rather convincing ones when the need arises. Yet these reasons cannot be taken seriously... no matter how valid they may appear. Violence itself will discard them if the initial object remains persistently out of reach and continues to provoke*

hostility... but unappeased, violence seeks and always finds a surrogate victim. The creature that excites its fury is abruptly replaced by another chosen only because it is vulnerable and closer to hand. The surrogate is chosen only because it is vulnerable and closer to hand."

In his text entitled *Violence in the Sacred,* Jerrod makes it very clear that this phenomenon called violence is deeply rooted in religious, anthropological, sociological, and psychological foundations of humankind. He traces instances of violence, sacrifice, and ritual as far back as the Old Testament and also explains the scapegoat phenomenon of current times. Jerrod's premise is that violence is not to be denied. But he quickly adds that it can be diverted to another object.

Since I began my research in health nearly 30 years ago at the Watts neighborhood health center, I've come to realize that health has an expanding boundary. As you know, I am a dentist. But I have found it very hard to justify the theoretical basis for clinical practice. If I use health, not the absence of disease, as an outcome measure, it's very difficult to justify conditions today. Thus, public health seems a likely discipline for me to pursue. I don't disregard the importance of health providers. However, I must at the same time acknowledge our limitations. Great strides have been made and will continue to be made through prevention, promotion, and protection. Not cure. Equally as important, we must recognize that poverty, under education and racism may have a greater impact on health and on improving health than any health care delivery we might undertake. Health care delivery can do little to reduce, avoid or resist violence in America. As the threats to health have increased, we find that even the very premise of the discipline of public health, is an interdisciplinary approach; is somewhat limited. While it exposes inclusion, the ususal methodologies and probable outcomes are very narrow. The public health approach is good but it has its limitations. For example, this notion called violence has been used from several perspectives of criminal justice, education, and health. In fact, all systems have contributed to making this area of violence important. However, the basis and the rationale for violence are more deeply rooted in American society than any of those disciplines can truly address. Thus, I've come to believe that one must view violence as an issue of American society with sedated support comparing international data. As I said earlier, the homicide rate of males age 15-24 in the United States is several hundred times higher than any other industrialized country.

Viewing violence in its broader context demands scholarly contribution from history, religion, education, as well as self. All of us have something to contribute and all of us must contribute what we have. Listen, I don't believe violence can be totally prevented. I work at the nation's prevention agency and I don't believe that violence can be totally prevented. However, it can be reduced, avoided, and resisted. This view allows us to make programmatic, measurable progress and remain consistent with the writings of the scholars who have spent their lives studying the subject. Even if one of you view the total elimination of violence as improbable, and I do, what then determines who disproportionately suffers from instances of violence? Who becomes a scapegoat? Jerrod again writes, *"The desire to commit an act of violence on those near us cannot be suppressed without a conflict. We must divert that impulse. Therefore, toward a sacrificial victim, the creatures, we can strike down without a*

fear of reprisal, says he or she who lacks a champion?" What creatures can be struck down because they lack a champion?

If one looks at the data, African-American males and females, youth, and low-income people are disproportionately or adversely impacted by violence. More of the communities where they live are comprised of these characteristics and are also disproportionately composed of low income black youth. But you know none of us is really safe from the impact of violence. Not in the suburbs. Not in white communities. Not by any age you wish to calculate. Not even on our campuses. None of us is safe from violence. Given that violence cannot be totally prevented, what can be done to reduce, avoid, resist this national threat? Give me a moment and I'll share what I think we can do.

I am fully convinced that HBCUs must be involved in the violence debate. In fact, many activities are going on right here in Atlanta and involve some of Atlanta University's complex, students and faculty. My take home message, nevertheless, is that the perpetrator versus the victim dichotomy is not valid in reference to violence. There is no biological nor genetic connection to violence that we see today. The victims and the perpetrators are often the same folk. We must continue to study the social context in which violence occurs and design strategies to address them. Schools such as those in the consortium can contribute much to the national debate. For example, one strength of black colleges is the ability to provide, protect, and nurture our students. Violence is a matter of public health importance because it impacts many people. It's predictable and it can be reduced and avoided.

This forum was conceived, by and for, HBCUs. Therefore, African Americans must be a part of the result. There is a scientific method which we can follow. I can share with you what that method is and I suggest it has its impact. The results of that method, I conclude, must be valid and reliable. The results of our efforts must be subjected to the peer review process but we must use the right peers. The discussion must consider the intent of the research and the bias of the researchers.

In summary, I have described this process and what can be done. I have tried to use the science of epidemiology without, I hope, belaboring the numbers. You didn't hear the numbers, nor did you see the slides, but I hope the numbers now have faces and relate to people and places that are familiar to you. I have tried to describe several approaches to address violence and I believe that violence is a public health issue. I have suggested several functional approaches to reduce and avoid this serious problem. You should know that violence prevention may or may not be totally possible but it can be reduced and we need your help. You have biases but that's okay. So do I. Everybody does. I have tried to suggest that science has its utility. I think it does.

Collaborating to Prevent Minority Male Violence

Sunday, October 1, 1995
6:00 p.m. - 8:00 p.m.

Congressman Louis Stokes, J.D.

D-Ohio-11
Washington, DC

"By almost any measure you choose, violence ranks high as a public health problem. It affects all Americans and permeates every segment of American life; our families, schools, hospitals, businesses, courtrooms, and churches. By almost any measure you choose, it is an epidemic that is destroying the lives of our young people and endangering this nation's future."

Distinguished guests, ladies and gentlemen. First let me say what an honor and a privilege it is to appear on this podium this evening and to have the distinguished President of Wilberforce University, Dr. John Henderson, who is also a coconvener of this conference, to introduce me on this occasion. It is not everyday that I get to sit between Dr. Henderson and Dr. Smith, both of whom head two of this nation's greatest Historically Black Colleges and Universities. While all three of us work in Ohio, I do not often get the opportunity to get with them. On this occasion I feel very good about the fact that I sit between these two very distinguished college presidents. They are my "home boys" and I am proud of them.

I am really impressed by this conference; this being the first conference put on by the Minority Male Consortium. In this room tonight are a lot of people who made this happen. I am particularly mindful, as we gather here to undergo a serious conference of this type, that there are a couple of people who I am very proud to have worked with a number of years, who I just have to mention to you. One of them happens to be Bud Blakey, the attorney for most of the schools. I know he has worked most diligently on behalf of this male consortium. I think it is important when I see young people here for them to know what can be accomplished. For a number of years Bud Blakey was the counsel on the House side in educational matters. He was so good that he left the House and went to the Senate. He became Senator Simmons' Chief Legislative Counsel in the field of education. I can tell you that nobody, nobody on the Hill, knew educational legislation like Bud Blakey. Of course, for a while he went to the White House and worked there before going out into

the private sector. His going out to the private sector really has been to the benefit of all Historically Black Colleges and Universities which recognize his tremendous legislative skills and ability.

Along with Bud Blakey is Dr. Clay Simpson, one of the premier giants in the field. Last year when he was promoted to the position of Deputy Assistant Secretary, Office of Minority Health, all of us who have worked with Clay over the years and have great respect for his ability, felt comfortable knowing that he was going to move into that position with his tremendous commitment to the black community and all the skills that he has developed, both in the area of health and education as they relate to minorities. I would like to take this opportunity to express my appreciation to each of you for your leadership and commitment to addressing this national public health problem.

Your convening this conference entitled: ***Collaborating to Prevent Minority Male Violence: The Role of Historically Black Colleges and Universities, Minority Institutions, and Communities,*** is evidence that violence is a wide-ranging problem that cannot be solved in an isolated manner. The reality of violence is that it occurs throughout America and is not exclusively limited to the inner city communities of Washington, DC, Detroit, Atlanta, Cleveland, Baltimore, Philadelphia, or Los Angeles. Yes, violence has also become a problem affecting rural America as well.

By almost any measure you choose, violence ranks high as a public health problem. It affects all Americans and permeates every segment of American life; affecting our families, schools, hospitals, businesses, courtrooms, and churches. By almost any measure you choose it is an epidemic that is destroying the lives of our young people and endangering this nation's future.

As a legislator and a health advocate, I am proud to have played a role in bringing "violence as a public health problem" to the nation's attention.

As many of you may recall, violence was included among the health issues examined under the auspices of the ***1985 Secretary's Task Force Report on Black and Minority Health***. In an attempt to begin to quantify this problem I convened special hearings and forums of the Congressional Black Caucus Health Brain Trust which I happen to chair. I also went to Ohio and we conducted meetings there at a time when no one else was talking about violence. I started a program with Dr. Carl Bell who was one of your speakers. Dr. Bell happens to be one of the first persons we brought to Washington, DC to start talking about violence and the type of leadership that was needed in this country. I knew then that without appropriate attention, this health problem would spread like an infectious disease; destroying communities across the nation.

While the nation's total rate of crime declined about 3% in 1994, the rate of violent crime increased 17%. Today violent and abusive behavior continues to be a major cause of death, injury, and stress. According to the *Department of Justice Uniform Crime Report:*

- One burglary is committed every 11 seconds
- One violent crime every 16seconds
- One robbery every 48 seconds
- One forcible rape every five minutes
- One murder every 21 minutes

As we sit here this evening the crime clock continues to tick. Truly, violence has reached epidemic proportions throughout our nation.

In fact, violent crime in this country has set a world record. The magnitude of this problem on a global level is devastating. According to the congressional research service, criminologists generally agree that the United States has significantly higher rates of most violent crimes than most other developed countries. For example, the U.S. homicide mortality rate is nearly twice the rate for all European countries.

What is even more staggering than the dire statistics which record the incidence of violence, are the statistics which suggest that the incidence of violence may be divided along racial lines.

The homicide death rate for African-American males is nearly seven times that for whites. Among African-American males, firearm injuries are the leading cause of death among children 10 to 14 years of age and adults 25 to 34 years of age. In fact, while homicide is the fourth leading cause of death for African Americans, homicide is not even listed in the top ten leading causes of death for whites. In the Southwest, the homicide rate for Hispanic males is three times that of non-Hispanic males. For Native Americans and Alaskan natives the rates of homicide are twice that for all Americans.

What is more devastating, and requires our immediate attention, is the fact that our young people who live in crime-ridden environments are beginning to accept violence as a way of life. Instead of planning their futures, they are planning their funerals. I recall an article in the *Washington Post,* which described how 10, 11, and 12 year old African-American children were planning their funerals because they anticipated their death before reaching the age of 20. The article told about how they were writing the songs that they wanted sung at their funerals, the dress some of the young ladies wanted to be buried in, the jewelry they wanted to be wearing in the casket. It is a sad day for America when its children are preoccupied by the possibility of premature death due to violence.

It is against this backdrop that I find it distressing to see that far too many Americans, including many of my congressional colleagues, are still addressing violence from a strictly punitive viewpoint. In the Republican championed *Contract with America*, the "anti-crime" provisions contain a variety of draconian measures. For example, the "three strikes, you are out" provision requires that juveniles as young as 13 years of age be prosecuted as adults. The "effective death penalty" measure greatly expands the reach of the federal death penalty by establishing an arbitrary one year limitation on the filing of appeals. There is widespread use of block grants, the gutting of funds for crime prevention initiatives. Funds that had been designated for crime prevention are now earmarked for building more prisons. This punitive approach is coupled with major cuts in quality of life programs including the $266 million, or 57% cut, in safe and drug-free schools; the elimination of summer jobs, an $871 million cut; the $776 million, or 20%, cut in employment and training; and the gutting of assisted housing programs.

This type of response is evidence that the underlying factors precipitating violent behaviors are not being addressed. For poor, disadvantaged, and minority populations, the roots of violent crime are inextricably tied to other systemic failures and dysfunctions in the broader socioeconomic contact of our society. Poverty, education, unemployment, and hopelessness, just to name a few, are all underlying factors of violence that are contributory or causal to homicide, domestic violence, child abuse, sexual assault, suicide,

and firearm injury. The findings of the Government Accounting Office report entitled *Reducing Youth Violence* concluded that, with respect to violence initiatives, there is a lack of coordination between the federal agencies. There are not enough funds directed specifically toward youth violence prevention activities. The reliance on prisons and jails as a means to ending violence simply is not working. Rehabilitation, of course, is totally nonexistent.

With the incidence of violent crime escalating and with the Republican effort underway in the congress to expand the punitive approach to the problem, the need to find effective solutions to this dilemma is more immediate than ever. According to *Business Week Magazine,* crime cost the nation an estimated $425 billion in 1993 alone. If not appropriately addressed, the social and economic costs will continue to spiral further out of control.

I strongly believe that a comprehensive strategic plan approach, like the intervention and prevention models being developed by this Consortium, are absolutely vital to the nation's ability to address this critical public health problem. I think you have the means here of piloting the enlightment of a nation. I am proud of the progress the Minority Male Initiative is making. For example, under the Central State University Family Life Center initiative, faculty members have revised course syllabi to incorporate violence, alcohol, and other drug prevention information. In addition its "Be A Winner" project has been conducting violence prevention training. The Consortium's Community Government Business Academia Partnership is key to stemming the tide of violence, premature death, and family destruction in communities across the country.

I applaud the leaders of the 19 institutions that form the Minority Male Consortium. I met a number of them this evening and have been very impressed by the work that all of them are doing. I am particularly proud of Central State University and Dr. Herman Smith, including the principal investigator for the project, and Wilberforce University, whose president, Dr. John L. Henderson, serves as cochair of the Consortium. Both institutions are located in my home state of Ohio. I also want to commend the Secretary of the Department of Health and Human Services, Dr. Donna Shalala, and her deputy, Dr. Walter Broadnax, for their support of this initiative. It was a very proud day a year ago when all of us met at the Department of Health and Human Services and announced this multi-million dollar grant to 19 Historically Black Colleges and Universities. It was an impressive scene for these 19 presidents standing there at the microphone together; having formed this consortium for the purpose of attacking this problem that is depriving our community of the rich talent, intelligence, and ability of the young men to follow those of us who occupy a leadership role. I am proud this type of initiative is being taken by all of these black presidents. I am proud of this type of commitment. As a member of the House Subcommittee on Labor, Health and Human Services, I am extremely pleased to have been able to work to provide funding for the Minority Male Initiative. Even in this Republican Majority Congress, I am pleased to be able to champion an amendment to provide fiscal year 1996 funding for the initiative.

On that note, I would also like to take this opportunity to express my appreciation for the support that the presidents of the nation's Historically Black Colleges and Universities provided in helping to ensure passage of the amendment. The House Amendment restored

funding for the Office of Minority Health and HBCUs. If that amendment had not passed, over $18 million would have been cut from these critical quality of life programs. However, the Senate has cut funding for the Office of Minority Health by nearly $1.7 million. We are hoping that by the time the House-Senate conference meets we can try to get that money back into the bill.

That basic blueprint of collaborative and concentrated effort we used in the House must be applied to the violence epidemic. The "lock them up and throw away the key" approach is definitely not the solution to this national public health problem that is destroying families and communities across the country. Violence has cast a sweeping shadow over America and a national "call to action" is required to eradicate it. Some steps have been taken. The Department of Health and Human Services has established a framework for reducing the incidence of youth violence. It includes violence prevention and research initiatives under the auspices of the Office of Minority Health, the Centers for Disease Control, the Office of Research on Minority Health and the National Institutes of Health. Not only must these initiatives be enhanced, but to be effective, each of these agencies must join in partnership with communities and business. I am hoping out of the conference will come these.

An excerpt taken from Dr. Deborah Prothrow-Stith's book entitled *Deadly Consequences* aptly describes the challenges we face today. In this passage, Dr. Prothrow Stith quotes a woman whose two sons were shot in the same incident. One died and the other one did not. The mother is quoted as saying, "The children who are dying are real kids from real families. Somebody has to wake up and see that our children are dying. My son is dead! Your child could be next!"

As Dr. Prothrow-Stith notes, it is time we pay attention to these frightening words. It is clear that incarceration of offenders and the bandaging and burial of victims are ineffective antidotes. Our courts, our jails, our emergency rooms, our schools, and our families are all feeling the pressure of the swelling epidemic.

The very future of our nation depends on how well we as a nation address the issues of violence. In its simplest and most complex terms, it is really a matter of life and death. We must put an end to "children killing children." I strongly believe that a species that lives in fear of its offspring will self-destruct in time. It is absolutely paramount that we place greater emphasis on research, education, prevention and risk reduction services, and the evaluation of effective programs. Surely a nation that has put a man on the moon and has developed the oral polio vaccine can certainly develop effective measures to solve the nation's violence health epidemic.

We must continue to work together toward the goal of abolishing the unyielding tide of violence which touches all shores of our society. Together we can save the lives of today's youth and improve the lives of those of generations to come. No one can do that better for us than us. I know that the solutions are within our grasp.

I know that you will have a very productive and successful conference. I look forward to your sharing with me the recommendations and solutions that result from the candid discussions and consensus gathering activities of the conference. Again, I applaud the leadership of the 19 institutions for their dedication and commitment. Please be assured that I will continue to work with you in addressing this national public health epidemic. Thank you.

The Need for an Antiviolence Movement in the United States

Monday, October 2, 1995
8:00 a.m. - 10:00 a.m.

Dr. Walter Broadnax

Deputy Secretary of
Health and Human Services
Washington, DC

"We are losing a generation of children. It's no wonder children in Washington, DC, who once dreamed of weddings and graduations, are now planning their own funerals. It's no wonder the Children's Defense Fund found that 70% of African American children said young people having guns is a major problem in their lives. No wonder almost 90% of their parents said they worry that their own youngsters will be victims of violence."

Thank you Clay Simpson. I bring greetings from the Secretary of Health and Human Services, Donna Shalala, who shares my support and respect for all that you do. With energy and expertise, with perseverance and professionalism, you are forces of healing and hope in communities that do not have enough of either. But, too often, your mission is frustrated by the waves of senseless violence engulfing this country and leaving behind shattered lives and shattered dreams.

Every day in America 15 children lose their lives in gun related accidents, suicides, and homicides. More than 80 people kill themselves and more than 60 people die from interpersonal violence. This national epidemic, like most others, is magnified in our community where, too frequently, our children are victims. A recent Department of Justice report, for example, showed that African-American males between the ages of 14 to 17 are more likely than any other juveniles to be homicide victims.

We are losing a generation of children. It's no wonder that children in Washington, DC, who once dreamed of weddings and graduations, are now planning their own funerals. It's no wonder that the Children's Defense Fund found that 70% of African-American children said that young people having guns is a major problem in their lives. No wonder almost 90% of their parents said that they worry that their own youngsters will be victims of violence. A

national tragedy all of it, but as all of you know, statistics are cold and rigid. They never tell the human side of the story. The real truth is that behind every number is a human face. The face of a father; cursed to bury his fourteen year-old son, another senseless victim of gang violence, another family ripped apart, another future thrown away. The face of a 12 year old suicide victim, small boy, too young to understand that if he gave it some time the pain would cease. The face of an 18 year old, poised at manhood, yet trapped in a violent cycle of drugs and desperation. These are the real faces of violence; victims and their loved ones clasping cold hands and sharing bitter tears in this country's brutal circle of violence.

We need an antiviolence movement in the United States of America. We need it right now. Standing shoulder-to-shoulder we need to create a net of opportunity, hope, values, and responsibility so that no young person falls through the cracks of senseless violence. I came here today to talk about four ways we can accomplish these goals together. First we need sound policies that balance punishment with a serious investment in prevention. As the body count increases, we can no longer afford to have artificial debates about hiring more police officers and supporting effective prevention initiatives because we need both. That's why, last year, President Clinton fought for and signed a crime bill that strikes this critical balance; tougher law enforcement, more police officers on the street, a ban on assault weapons, the *Violence Against Women Act*, and prevention programs like *Community Schools* that give our young people something to say yes to. That's the right way, the balanced way, to stop the epidemic of violence.

Unfortunately, the Republican Congress wants to reject this careful balance. They'd like to cut the *Crime Act* by slashing funding for community policing, wiping out prevention initiatives and overturning the assault weapon ban. These are key provisions that police officers across America say are necessary to fight crime. The *Crime Act* opponents think we can stop crime solely with more punishment and prisons. They are wrong. They say crime prevention is pork. I say it's smart. They say that the assault weapon ban takes away our freedom. But, we need to ask, "What about the other freedoms – the freedom of citizens to live without fear; the freedom of police officers to do their jobs without being outgunned by the criminals; and the freedom of our children to live *like* children; free from the random sprays of bullets that have cut short too many young lives?" That's the kind of freedom we need.

However, the attack doesn't stop with gutting the *Crime Act*. In their 1996 budget the GOP is also trying to decimate funding for education, job training, and housing initiatives, key programs that help keep families strong and keep children from getting into trouble. I'm talking about cuts that will take away summer jobs from more than 500,000 young people in 1996 alone; cuts that will eliminate drug prevention funds to more that 90% of school districts; cuts that will say to 40,000 substance abusers who have taken that critical leap and entered treatment that we no longer care and their treatment is canceled; and cuts that will slash the EITC and deprive 10 million families of much or all of this critical incentive. We can do better than that – and we must do better.

That brings me to my second point. I believe that to really stop the violence all of us must address the crisis of values that lies at the very heart of this epidemic. When 20% of high school students tell Tulane University researchers that it's okay to shoot someone who has stolen from you, we have a crisis of

values. Together, from every community and every bully pulpit in this county, we need to send the right messages about values and violence. When the 14 year old from Baltimore says, "You don't understand. I have to carry a gun. It's the only way I'm going to get respect." We need to say, "No, a gun does not earn you respect. A gun can help you to commit horrible crimes that will hurt someone, cause you pain, and shame your family for the rest of your life." We need to say, "Guns and violence are not the way to settle arguments. Learn to control your anger. Learn to walk away."

When film directors in Los Angeles tell us, "You don't understand. Violence is what our audiences want. Violence keeps our programs realistic." We need to say, "What your audiences want is to keep their children safe." We need to tell them that if they truly want to show the reality of violence, they will show its stark consequences, because violence *always* has consequences. When people tell us that they don't need the *Brady Law* or other curbs on violence because violence just isn't a problem on their block, we need to say, "That's wrong. Violence is a problem for every family in America." It is *our* problem.

That brings me to my third point. Stopping this epidemic is going to take caring individuals from all walks of life stepping up to the plate. It's going to take heroes in the communities, in the classrooms, and in the workplace to draw a line in the sand and say, "Yes, I will do more." As educators and leaders you have a special message to share. You know that often the only difference between dreams and despair is a steady infusion of hope and opportunity. Every day you and your students are taking the lead in community based prevention programs, building on our legacy of service and bringing us together as a community. I'm talking about the workshops Clark-Atlanta University is running with the Buelah Services Foundation, where university students and teenagers discuss tragedies like drug use and teen pregnancy. I'm talking about LeMoyne-Owen College's partnership with the Memphis Police Department, the Memphis Housing Authority, and the Juvenile Court System; all of them working together to keep neighborhoods safe. I'm talking about Central State University and Wilberforce University's initiative of fatherhood where they've brought in Charles Ballard to teach a course on fatherhood. After the students complete the course they bring what they've learned outside of the classroom and share it with fathers in public housing communities.

That brings me to my final point. To stem the tide of violence and create healthy families we will have to solve the crisis of fatherhood. It's not right that nearly seven out of ten of our babies are born out of wedlock. It's not right that about half of all children in the U.S. will experience parental divorce. It's not right that so many of our children hardly know their fathers. These trends have tragic consequences for our children and our communities.

Compared with children growing up in two parent homes children, in single parent families are:

- twice as likely to drop out of high school,
- twice as likely to have a child before age 20
- more than twice as likely to live in poverty.

We ought to be uneasy about the absence of strong fathers and strong male role models in our communities. It's a terrible loss for all Americans, but it's particularly tragic for African Americans. We have woven a strong cloth out of the determination of fathers, as well as mothers, of men as well as women.

We need to come together to rebuild our

shared commitment to the next generation. In this room and across America, I know that there is a great reservoir of leaders to draw on in our community. For example, I'd like to tell you about a Nebraska man named John Foster. When John Foster's son Sean came home from college on Memorial Day weekend in 1989, his routine trip to the neighborhood gas station turned violent when five gang members jumped him and tried to take his jeep. Sean fought them off and made it home; bloody, badly bruised, his clothes torn off. When John saw his son he got so angry he went looking for the kids who mugged Sean. He raced through back alleys and scoured the town. Exhausted and still shaking, he stopped, realizing that there were better ways to channel his anger. The next week Foster and his friend Eddie Staton gathered up 18 men in the community. They called themselves the *Mad Dads*. Together they started an anonymous tip line, organized community activities for young people, spoke out against the violence at schools and walked street beats to send the message that they were not going to let gangs terrorize the community. Their goal was to find 50 African-American men to stand with them and save the children.

Today *Mad Dads* has 25,000 members across the country, in 42 chapters and in 12 states. This group isn't waiting for someone else to offer a helping hand.

It's about tapping into the reservoir of strong leadership in the African-American community; standing together and taking back our neighborhoods, our communities, and our children.

Just like John Foster and Eddie Staton took charge in 1989, all of us must take charge and turn our frustration and sadness into national action. That is our goal. That is our obligation. And that is our hope for the future. Thank you.

Hagar, Abram and Sarai: A Biblical Story of Household Violence

Monday, October 2, 1995,
8:00 a.m. - 10:00 a.m.

Reverend Vashti M. McKenzie

Pastor, Payne Memorial African
Methodist Episcopal Church
Baltimore, MD

"...violence has been a part of our ancient communities from the very beginning. Eve encountered deception and coercion in the garden and Adam participated in a silent cover up. Before we have gone far in the Book of Genesis, Cain has already killed Abel. Lot's family was faced with sexual harassment. Tamar was raped by her own brother and her father David was silent about the issue. Dinna was brutalized. David had Bathsheba's husband murdered..."

Good morning. I am honored by the invitation to lift a voice from the perspective of where I stand. We trust your journey has already been a profitable one and will continue to be so as collective minds and disciplines gather to dialogue on an issue that is so important. Dr. Henderson, thank you for the kind introduction. I just have a few things to share with you. If you don't mind, can we put it in the hands of the Lord?

We ask your presence to be with us, and we thank you that you are already here. We thank you for your love that supports the goodness that permeates our every being. We thank you for your watchful care and the empowerment that you give us to leap all buildings with a single bound, to cross rivers that are uncrossable and climb mountains that are unclimbable; to navigate and negotiate roads that are dangerous, and to be able to dream dreams and see them into reality. It is into your hands we place all of this. In His name we pray.

It is all right to say "Amen." I am not afraid of any "Amen." Any kind of dialogue we share today is absolutely wonderful.

It seems to me, and perhaps to you, that at critical times in all of our lives, we encounter something, or read or hear something that raises a thought, or makes a statement, or asks a question that becomes the turning point in our lives. There is a choice we have to make at that moment; whether to turn to or to turn

from that circumstance or that decision. Lot's wife heard an escape plan but the temptation was too much. She turned from the future and returned to the past, solidifying forever where she was. Orpah encountered Naomi who released her from family obligations after the death of her husband. But Orpah believed she had more behind her than in front of her. She turned from the future and returned to the past. Jesus said, "Except the man be born again you cannot see the Kingdom of God," so Nicodemus was unable to cross the threshold into the future and returned to the past.

The context of the ancient story this morning prepares us to look at violence in our communities and our households. For here is the story of an African woman who had a turning point in her life after a particularly difficult time. The woman's name is Hagar. Have you ever heard of her? Her story is found in the Genesis account that tells us about a black woman who lived as a handmaid, an indentured servant, to Israel's patriarchal family, Abram and Sarai. It is easy for us to imagine that her life was simply typical of a handmaid in that era. She worked as a part of the household. Her responsibilities would vary. She assisted with food preparation and securing water for daily need. She walked down to the river and gathered what she could. She maintained the family quarters and did whatever was necessary of a personal nature for her mistress and her master.

It would be just an uneventful life in a typical Hebrew family with the exception of a few things. There was a promise of a son to Abram and Sarai in their old age and they had been waiting for a long time for the promise to be fulfilled. Like some of us here, we get impatient with God's working out period. We often get tired of waiting for the promises to be fulfilled. We get tired of waiting and being told that in just a little while it is going to be all right. Until that time, we decide to manipulate the promise for ourselves. Many times in waiting for God's promises we get tired of waiting. So we decide to help God a little. We do things to manipulate the situation. After all, God did promise. We are just going to help Him with it. That's all right. We have intellect. We have substance and means. We might as well seize the opportunity at hand and work it out for ourselves.

In those ancient times if a male had no heir to manage the family possessions and properties, a male child, being the patriarch and the servant of the family, would constitute a legal heir. Sarai suggested to Abram that they manipulate the situation. After all, God had promised a child in their old age. Let's help Him by having Abram engage in a relationship with Hagar. The product of that relationship would constitute a legal heir. After all, God is going to work it out. We are going to help Him. We are old and wrinkled and reason says this is how it can be achieved. The problem is no one bothered to ask Hagar if she was interested in such an arrangement. No one bothered to ask Hagar if she was interested in a relationship or being a part of a legal tradition. Nobody asked Hagar if she wanted to have a child right now. No one considered her feelings. No one entertained the thought that maybe Hagar had an eye on another brother or maybe she had a boyfriend who was stopping by her tent seeing her every now and then. Maybe they were close to engagement and Hagar already had her future intact and knew where she was going and what she was going to be about. Nobody bothered to ask Hagar. So Hagar was forced into a relationship she did not want nor asked for. She was forced into sexual intimacy she neither wanted nor asked for, and forced to have a baby.

Isn't it amazing that often the very thing we want, we want so bad that we are willing to manipulate tradition and love and supersede the rights, privileges, emotions, and desires of the people around us? Headlines are declaring it each and every day. The evening news is filled with it each and everyday. Radio stations are blaring, talking about it all day and all night. There are videotapes replayed over and over again across the country just in case you missed them the first time. We caucus about it. We come to conference on it. We research it, write it, and rehearse it; and it's all about how we are treating each other. We are treating each other in the most despicable ways these days. We fail to speak to each other. There is a virtual rise in the lack of respect for everything; a total disregard of authority wherever it is found. Aren't you amazed at the psychological and physical pushing, not only in the microcosm of the world, but in the microcosm of our household? Our characters are assassinated on a daily basis. Have you noticed the increase in mean spiritedness in our community? We worship upon the altars of power. We go into the sanctuary of control. We are members of the church of manipulation and we belong to the denomination of me, myself and I.

Everyday someday is choked. Somebody is hit. Somebody is thrown down the steps. Somebody is thrown out of a moving car. Somebody is threatened with weapons. Somebody is burnt, stabbed, shot, cut, pistol-whipped, raped, kidnapped, punched and kicked, sexually humiliated, harassed, violated, battered, abused or robbed. The victimization is not by strangers or random acts of violence but by people they know, are intimate with, or even related to; mothers and fathers, sisters and brothers, uncles and aunts, pastors and teachers, priests and next door neighbors.

Thirty-two percent of inmates sentenced for a violent offense were victimized by a relative or a person whom they knew well. According to the Department of Justice figures in a 1991 survey, over 711,000 mostly black and male inmates are in state prisons. White inmates were about twice as likely as black and Hispanic inmates to have been victimized by a friend or an intimate. Nearly a quarter of the white inmates in prisons are in for homicide, having killed a relative or an intimate. Thirty-five percent of violent inmates over 45 have victimized a relative or a friend. Thirty-six percent of violent female inmates are more likely than men to have victimized a relative or an intimate. Two-thirds of violent inmates have killed, raped, or injured their victims and 42% of violent inmates committed their offense at home or at the home of their victims. The statistics are clear. They are heart rendering. They hurt. For violence continues to rear its ugly head in our community and culture.

This is not a new phenomenon. Understand that violence has been a part of our ancient communities from the very beginning. Eve encountered deception and coercion in the garden and Adam participated in a silent cover up. Before we get too far in the Book of Genesis, Cain has already killed Abel. Lot's family was faced with sexual harassment. Tamar was raped by her own brother and her father David was silent about the issue. Dinna was brutalized. David had Bathsheba's husband murdered so he could have her for himself. But in the case of Hagar, Sarai, and Abram the violence was domestic. Sometimes we want something so badly that we run over the lives of the very people we live with. We are willing to outrun God, our coworkers, our employers, and each other to get what we want.

After Hagar, our African sister, complied

with the wishes of her mistress she conceived. Understand that fertility in the Old Testament was appreciated, celebrated, and not feared. Hagar was not up all night waiting for the test to turn blue or inquiring whether or not the rabbit died. When she found out that she had conceived she automatically knew that her status had changed. She wasn't just a handmaid any longer. She was Abram's other wife and in her womb was the heir child. Even so, Sarai was upset, instead of pleased, at Hagar's conception. In the book *Battered Woman*, Leonard Walker says compliance, passivity, and a willingness to comply with the wishes of the perpetrator do not exclude one from continued violence. Compliance usually does not break the cycle of violence. Even after you have done what they asked, followed directions, complied with their wishes, followed the agenda, and done everything that was planned, the violence continues. You go along with the system and support all those ideas whether you agree or not. Even though folk may have asked you to do something completely outside your realm of understanding, you do it anyhow. Still the cycle of violence will not be broken.

Sarai got upset. I can imagine. She was in her tent listening to Hagar and Abram in the other tent. Every morning at the breakfast table she had to look at Abram and wonder what happened last night. Maybe Sarai did not like the status change. Maybe she was tired of listening to the dialogue between the two in the middle of the night. Maybe she thought that Abram enjoyed his task of going into Hagar's tent. Whatever the reason, scriptures tell us that Sarai disapproved of what was going on. She turned to Abram and said, "See what you did!" Abram said, "Wait a minute. This was not *my* idea. This was *your* idea. This is your handmaid. I am through with it. I wash my hands. I am done with it. I have done what I was supposed to do. You can do with her as you will." Hagar did not need another rejection but Abram dealt her one. Then Sarai dealt harshly with her.

Lack of understanding, lack of sympathy, support, and empathy forced Hagar to leave the family home for the wilderness. Hagar ran into the wilderness where there was no shelter, no rape crisis center, no abuse counselor, no safe house, no rabbi, no pastor, no support system. At that point the angel of the Lord found her in the wilderness and asked her a question that is for you, me, and everybody else in this room today. The question is, "Where are you coming from and where are you going?" The question that we all wrestle with in this conference is simply, "Where are we coming from and when we leave here, where are we going?" It was a question of a great significance to Hagar and to us as well. Indeed, where have we been and where are we going now?

Tremaine Hawkins sings a song *What shall I do?* and Diana Ross sings another that says, *Do you know where you're going to?* The angel of the Lord asks us again this morning, "Where are you coming from and where are you going?" Understand the question has little to do with time and space. It is not a question of physical proportion, but it is a question of where are you now and where are you going? Where have you been and what is your destination? What experiences have brought you to this point? What goals have you set for yourself tomorrow? Where have you been spiritually? In what direction are you headed? Where have you been? What issues have you been dealing with? What factors have shaken your present consciousness? What challenges have you already faced? What trials have you been against and what tribula-

tions are now bubbling in your heart? What situations are you running from right now that you are compelled to confront this moment and time? What was it back there that got you all the way up here? Indeed, where are we coming from and where are we going?

The same question that I ask you is the same question I ask the church. Where have you been theologically for the Hagars of the world? Where have we been? Have we just been discussing, biblically blind, Eurocentric and Afrocentric, feminist and liberal interpretations? Where have we been for the Hagar who calls us in the middle of the night and says, "Abram slips into my tent in the late hours and forcefully does what I have not given him permission to do?" What have we said to Hagar? Do we tell Hagar to go and tell Sarai about it? Sarai comes back and says she already knows about it. In fact she is the one who forced the issue. Where have we been for the Hagars? Have we been so preoccupied with economic growth and technological process that we have not found time for the Hagars of the world? Are we so concerned with ourselves, our communities, and our academic pursuits that we have just left Hagar out there to defend herself while we are caucusing, while we are researching, while we are dialoguing about what to do? Hagar is falling between the cracks and Hagar's reply in Genesis 16 is, I'm fleeing from the face of my mistress. I am running from my enemy. I am trying to find the comfort zone here. I am trying to get away from my hard time and my hardships. Look at what the angel said, "Go back to your mistress." How many times have we sent women back to the painful situation? How many times have we sent children back to the family that abused them? How many times have we sent children back into the arms of incestuous relationships? How many times have we told Hagar just go back, grin and bear it? How many times have we sent Hagar back after she was thrown down the steps and killed, murdered in the middle of the night? How many times did you go back only to find the same thing that you were trying to get away from? She was sent back but not empty handed. She went back with a promise concerning the future of the son she was carrying. He would have nation's status. Provisions would be made for him. But why was she sent back?

Through the years, biblical theologians have been wrestling with the issue of why she was sent back. Maybe she was sent back because she was not ready to move on. Maybe her identity was so aligned with Sarai's that she had no thoughts of who she was. Maybe she had spent so many years being dependent on somebody else that she did not have an independent bone in her body. Maybe she had allowed other people to identify and define her for so long that she had no definition of herself. Maybe she was sent back because her economic status prohibited surviving by herself in the wilderness. Maybe she was sent back because she had no real place to go. Maybe she was sent back because she was not trained or competent enough to support herself and the child that was coming. Maybe she was sent back because she just needed to be needed. Or maybe she was sent back because she had no serviceable skills or education, no family or friends. Maybe she had no girlfriend to call in the middle of the night and ask, "Can I stay for a little while until I'm able to get my life straight?" Maybe she was sent back because she had no goals, no plans, no idea what the future ought to be. Maybe she was sent back because she plainly could not survive. Maybe she was sent back because her body was free but her mind was kept captive.

She was out there but she could not cross the line to the future because she still aligned herself with the past.

Where are you coming from and where are you going? How can we get Hagar prepared to move on? How can we get the male Hagars of the world to move from the past? How can we protect our children, those who are coming behind us anxious and excited about what life could be. How can we help them get from yesterday to today? Perhaps we just need to understand what happened between Sarai, Abram and Hagar.

What happens is, before violent acts the victim is objectified. Hagar ceased to be a woman living in close proximity with this Hebrew family. She became an object and a pawn in the political power play of descendants and inheritants. Understand that the issue was not her feelings or her life. The issue was not even sex but that she was an object that could be manipulated and controlled to produce an heir. Hagar was no longer fully human. She was no longer equally precious in the sight of God. The perpetrators made a critical shift from viewing Hagar as a human to seeing her as an object. Violence, the sexual humiliation, the rape, and the incestuous behavior were justified in the mind of Abram because Hagar, after all, was not really a person. She was just an object.

It is what Martin Burber speaks of in *I and Thou*? The loss of connection, the ratio of human rationality, occurs when the odd, the person, the human, the people aspects are removed and we stop relating to each other as human. Our entire economy structure depends upon "it." Animals are "it"; we use "it." Plants are "it"; we use "it." When people become "it" they become consumable resources and they become disposable because as soon as we have used all the "it" up, "it" can be thrown away. So when Hagar was no longer useful she was sent away. She was discarded. She had been objectified. Understand, however, that objectification is a process that occurs through desensitization. We are desensitized through labeling and name calling. According to Pamela Cooper in the *Cry of Tema*, it occurs, spoken and unspoken, before every violent act in our community. At the start of a war we begin to dehumanize the enemy so they are no longer people who live in houses and communities, with families and concerns just like us. We label them as "Japs" and "Krauts".

Another aspect of the desensitization occurs in the media. Let me tell you about a *TV Guide* survey in 1992 in Washington, DC. In eighteen hours, from 6 a.m. to 12 midnight, the survey indicated there were 1,846 acts of violence:

- 175 in which violence ended in a fatality
- 339 scenes in which there was gun play
- 673 cases of punching, pushing, slapping and dragging people across the floor, across the car, across the town, and other hostile acts
- 226 scenes of maiming and threatening with weapons.

Children's cartoons displayed 100 acts of violence per hour. Desensitization is not just through the media, not only through passive viewing, but also through active participation in symbolic acts of violence.

Have you ever played the game Mortal Kombat? In Mortal Kombat, when the game is over the winner, using the joystick, takes off the opponent's head, rips out his spinal cord and holds it up in a victory salute. The same company, Sega Genesis, plans to release and develop a video game where half naked women are pursued by zombies and raped. Sexual acts are graphically displayed and con-

trolled by a joystick. The game Night Trap contains digital video images of real teenage girls who are stalked and killed by hooded assassins manipulated by a child or an adult with a joystick. The I, the we, the human, the person is no longer human. It becomes an "it."

What is the role of the church? One of the blessings of the church is that the connections between people are rejoined every time the body of Christ comes together. Every time the people of God come together, whatever religion or denomination you celebrate, people are reminded that we are human, that we are not "It." We are our personality and feelings and mind and soul and spirits. The cross is the vertical and horizontal fundamental relationship between us all. Yes, we have a relationship with God. But we also have a relationship with each other. The fundamental teachings of our faith tell us to do what? Honor one another. Love one another. Pray for one another. Bear each other's burden and lift up one another. We are all created in the image of God. There is nobody living and breathing that was created as an "it." We serve God by helping each other. The church reconnects us. It is a community of outreach, of responsibility to the younger generation. It has a global perspective. We hold hands with the white, the red, the black, and the green, the striped, and the polkadotted and realize that each of us is human. We are told on a regular basis to love our neighbor as we love ourselves, love our enemies and pray for those who spitefully use us, and do good even to those who mess with us. It is within our faith that we are reminded whenever we gather, whether for teaching or preaching, for worship or for serving, that we are all a part of the people of God. What lesson between Hagar and Abram does it teach us that might have validity in your dialogue later on?

The first thing we learn from Hagar, Sarai and Abram is that you need to treat your sister the way you want to be treated. We have to be careful not to treat each other the way we don't want to be treated ourselves. If you don't want to be betrayed, don't betray others. If you don't want to be exploited, don't exploit others. If you don't want to be denied, don't deny others. If you don't want to have resentment, suspicion, distress, and anger, don't do it to anybody. If you don't want to be violated, don't violate anybody. If you don't want to be victimized, don't victimize anybody. If you don't want to be abused, don't abuse anybody. Sarai did the unthinkable, the unmentionable, the unconscionable to Hagar by manipulating her life and placing her in danger in the midst of actions in which she did not want to participate.

We have to be careful to treat each other the same way we want to be treated. We have to be careful that the role we occupy does not give us permission to run over each other. Understand that Sarai was the employer and Hagar was the employee. One was management, the other was rank and file. One was privileged and the other was underprivileged. One was wealthy and the other was on fixed income. One had a position defined, the other was position definable. One was the decision maker, one carried out decisions. One was the leader, the other was a follower. One was the catalyst, the other was the support system. Whatever the role, it does not supersede the image of God. Your role does not supersede what God has created in each and everyone of us. Under the skin, the fur coat, the suede, the gold; under our Cadillac, our Mercedes, our Lexus; under our designer jeans, our designer clothes, our Coach pocketbooks, we are the same. We are flesh and blood. We are male and female. We are all one in Christ Jesus. If you

cut us we bleed. If you shoot us we die. If you hit us we'll say "ouch"! We are not an "it" or "thing." People are not to be used as if they are things.

How does the church respond? The church responds by providing an immediate crisis response. We know where the safe place is and how to get men and women in there. We know the inroads of medical assistance and we know how to dial 9-1-1. Many lives would be saved today if people simply picked up the phone and dialed 9-1-1. We provide crisis hot lines and protection agencies. We know how to call the protection agency when we believe a child is in danger. We have crisis response, suicide watch, crisis counseling and support groups. We give messages of hope to victims caught in domestic violence. We say, "I believe you. It is not your fault. God does care for you, wherever you stand, and we can work our way through that." So whatever religion you hold onto today, whatever faith you believe in, there is a teaching that speaks to what we are sharing with you today. There is a thought that tells us about what we ought to do in response to the story of Hagar, Sarai and Abram.

- If you are Buddhist, the teaching would tell you, "Hurt not others in ways that you yourself would find hurtful."
- If you are Jewish, your teaching from the Talmud tells you, "Whatever is hateful to you, do not do to your fellow men." That is the entire law. All the rest is commandery.
- If you are Hindu, your teaching tells you, "This is the sum of true righteousness. Deal with others as thou would thyself be dealt with. Do nothing to thy neighbor which thou would not have him do unto you."
- If you are Islamic, your teaching would tell you, "None is a believer until you desire for your brother that which you desires for yourself."
- If you are of the Bahai faith your teaching tells you, "It is our wish and desire that everyone of you become a source of all goodness, until all men are an example of uprightness of mankind. Beware, lest any of you prefer yourself above your neighbor."
- If you ascribe to the teaching of Confucius then it says, "Surely it is the maximum of loving kindness; do not unto others what you would not have them do unto you."
- If you subscribe to the teachings of the Zoroaster then it says, "Nature only is good when you shall not do unto another whatever is not good for you of its ownself."
- If you are a believer of Jesus Christ, what Luke tells us in 6:31 is very clear: "As ye would that men should do to you, do you also to them likewise." If Luke is not enough, take Matthew, "All things whatsoever ye would that men should do to you, do you also even to them, for this is the law of the prophet." If that is still not enough, take the words of Jesus Christ, "Love your neighbors as yourself." On these two commandments hang all the law and the prophets."

Don't exclude the very institution that reminds us of who we are and the responsibility we have to each other in a higher authority beyond ourselves. Thank you for asking me to share.

Be Sure You Become Part of the Solution, Not Simply Part of the Problem

Monday, October 2, 1995
10:15 a.m. - 11:15 a.m.

Dr. Clay E. Simpson, Jr.

Deputy Assistant Secretary,
Office of Minority Health
Rockville, MD

"We have to be proactive rather than reactive so that we have a good start. If you feel the cooperative agreement is working make sure you understand the role you can play. The poorest person in America can still vote and that is power if you put it all together. Don't let anyone say that you can't do anything about your situation. This is a wonderful program."

Thank you. This is not going to be long. I am going to yield most of my time to Dr. Rodney but I wanted to say a few things to you as a partner. You may not know, but a cooperative agreement is different from a grant or contract.

A contract with the federal government will negotiate a scope of work with you, with deliverables, and you get paid as you deliver the products that are agreed upon. With a grant, after a review process, the federal government concludes that you are and have been deemed suitable to carry out work for the federal government in place of federal employees.

A cooperative agreement takes a little bit from both, but the primary difference of a cooperative agreement is that the federal government remains a partner. If you have a principal investigator the federal government serves as a coinvestigator. In this instance, because of Dr. Rodney's great skills, he is on this journey by himself. I can take credit when it is successful that I was a coinvestigator with Dr. Rodney. And it is successful. We have completed one year of this effort, and as you can tell by the excitement and the energy that has been generated by the speakers, by your participation and by your responses, we are on the right track. In the few minutes I have, I want to remind us of things that we must do to sustain this activity. Someone my age looks back and all of this seems to have taken place

in a very short time. It has not been a very long time and yet there is a lot more to do.

This is a three year award. We are beginning the second year. Next year we will have to start figuring out what we are going to do from this point on. At the same time, if you keep up with what Congress is doing, they are cutting the budgets of different programs. Programs such as this are really vulnerable for the budget axe.

You can't say enough of what Congressman Stokes is not only doing now, but has been doing. However, Congressman Stokes is now in the minority party. We could call on him this time last year, certainly before last November, and we had a person who not only had commitment but also had power. His power now rests primarily in persuasion and in the integrity that he brings to the job. In fact, March of this year when we went before the Appropriations Committee, they had decided not to continue the Office of Minority Health. The Appropriations Subcommittee Chairman, Congressman John Porter from Illinois, said that he was not going to support that office and a number of other offices. But that office in particular was really where some of the fat that could be trimmed.

We are all downhearted! We just don't have the kind of faith that we always prayed that we have and that we need. It is coming out of the House, coming out of John Porter's committee.

Not only were we given what we were given in this fiscal year, but we came out with a $39,000 increase. There were fourteen different Assistant Secretaries of Health for various reasons, but now there are only four. We survived where others didn't but the Senate Bill, as Congressman Stokes mentioned last night, still remains. They have indicated that they will take $1.6 million from the budget of the Office of Minority Health which could impact this program. I am going to talk about this subject and let Dr. Rodney talk about some of the good things that they are doing. Because if you don't understand the role you can play in this arena then we have done what has happened so many times before. We have met, we have our emotions at a high pitch and we have gone away feeling good. Yet the erosion is taking place even as we speak. We must become a part of a process that would sustain what we have done and what we hope to do. You can't develop a Family Life Center in three years as we wanted. Even the good things you are doing now must be institutionalized, so that wherever the money comes from, there is an infrastructure to carry it on.

Also, I want you to understand that even federal government money does not just come from the Appropriations Committee to the Office of Minority Health but is partnered with other entities. We have people here from the Bureau of Primary Health Care which is doing a lot in the housing projects for the homeless and others. We find ways in which we can work together. We got money from the National Institutes of Health (NIH) and from the Centers for Disease Control (CDC). We are putting these funds together. We also have to seriously find funds at the local level at the end of three years. Fifty percent or more of what we do should be supported by funds other than those coming from the Office of Minority Health. In fact, we would be better off if 75% were coming from other sources. There are still things that we must do.

I have been going around the country to technical assistance meetings and I have persuaded and begged the program directors to have, at the end of their summer programs, six week programs or eight week programs for students. In the Hitchcock program, for example,

students are given a stipend to pay their way. All expenses are paid. They are given academic enrichment to help them with the Medical College Admissions Test (MCAT) or other professional entrance exams, in order to get into these schools. Once they get into the school of their choice, they are still supported through tutorial support.

I ask that at the end of this program, on the last day, every student not type, but in their own handwriting, write their congress person and tell him or her about the program. You don't know how important this is in the legislative process. Everybody there is looking back over his/her shoulders to see if he/she has done something before the next election. Regardless of whether they are Republican, Democrat, or Independent, we have to become sophisticated and understand that we support whoever serves us. It is not the party, but the individual. And it is on the local as well as the federal level. We must be cognizant of that fact. I doubt very seriously if 70% of us here could identify the congressman of our district, the senators, and their addresses. Knowing that is the only way you can help individuals who are helping us like Congressman Stokes.

I was at Howard University a few years back when Congressman Stokes worked for Congressman William Natcher from Bowling Green, Kentucky. Congressman Natcher was the chairperson of the Appropriations Committee for Health and Human Services and Labor for years. He never missed roll call. He was responsible for Howard University's line item budget. If you know anything about Howard University, up to 65% of that budget is government-dependent. Most of its money was coming from William Natcher of the Appropriations Committee. They invited Natcher to commencement to give him an honorary degree. They also invited Sammy Davis, Jr. to receive an honorary degree. When they gave Sammy Davis, Jr. his degree he received a standing ovation. The students threw their hats up, stomped their feet, and made a great big to do. Sammy Davis, Jr. was a legend in his own time. When Bill Natcher got up for his degree the faculty had to stomp their feet because not a soul applauded. Not a soul said anything. Yet everyone was really dependent upon this man and the Appropriations Committee.

I thought to myself, if I were president I would go to the Political Science Department and clear the whole group. Before commencement somebody should have told some students just to be there to make sure that Natcher understood they knew what he was doing. That has nothing to do with "black pride" or "black power." That is just common sense. If we don't understand how the system works the only thing left to do is lament about what is not being done for us.

Stokes would probably have died if he had been at the commencement exercise because it was Bill Natcher who helped him to get these monies to our institutions. When we leave here today we must begin to understand that we not only have a role to play through getting into the community and doing the things we have to do. But we also must become cognizant of the need to be a part of what they now talk about, Democrats and Republicans; "putting the money back into the hands of the local community." You are the local community. You must become sophisticated and participate in managed care, in performance partnerships and grants.

We have to be proactive, rather than reactive, so that we have a good start. If you feel the cooperative agreement is working, make

sure you understand the role you can play. The poorest person in America can still vote and that is power if you put it all together. Don't let anyone say that you can't do anything about your situation. This is a wonderful program. But I implore you to please make sure you become a part of the solution, not simply a part of the problem. I will be here. We, the Office of Minority Health, have a resource center. We have numbers you can call and they will get in touch with me. We have Mike Douglas. We have people here from the federal government. Get to know them. They can help you. They can supply you with information. But please, become a part of this deliberation. It is critical that you do so. Thank you very much. I am glad I am here and that you are here also.

A Series of HBCU Models to Prevent Minority Male Violence

Monday, October 2, 1995
10:15 a.m. - 11:15 a.m.

Dr. Laxley W. Rodney

Principal Investigator
Central State University
Wilberforce, OH

"Risk factors are those characteristics or experiences that individuals possess which we, as scholars and researchers or prevention specialists, can use to predict which children will likely display violent behaviors later in life. We may also look at adolescents and adults as young children who had particular experiences that predispose them to later violence. Based on what we have been hearing at this conference, and what you have read, there is a pattern to violence that is evolving in individuals with certain characteristics."

Good morning, ladies and gentlemen. I am very happy to say that at least half of my overheads and transparencies have been set aside based on the speeches that have been made since yesterday. The other speakers have used most of the materials that I prepared, but I feel good about this. It means that I am up to date with the literature. The statistics and all the descriptors that you heard from Dr. Bell, Dr. Brown, Dr. Broadnax, and Rev. McKenzie, as well as from Congressman Stokes last night, formed the background to my presentation. You recall the statistics that they presented.

Risk factors are those characteristics or experiences that individuals possess which we, as scholars and researchers or prevention specialists, can use to predict which children will likely display violent behaviors later in life. We may also look at adolescents and adults as young children who had particular experiences that predispose them to later violence. Based on what we have been hearing at this conference, and what you have read, there is a pattern to violence that is evolving in individuals with certain characteristics. For example, if young children face certain types of experiences or exhibit some characteristics, we can predict that some of these children will become victims or perpetrators of violence later in life. If you look at adults or youth, and their experiences and characteristics, you may look back and say that they were exposed to risk factors. So this is the way we

are interpreting the risk factors.

This morning Rev. McKenzie talked about some of the things we can do. Dr. Broadnax mentioned some of the things in which he would like us to engage. He talked about value systems, but research has shown that there is no one theory or combination of variables which might allow prediction of which individuals will commit violent acts. There is no one group of interventions we can use to prevent these acts of violence or to prevent repeated offense. Violence is a very complicated matter. We cannot use one model to arrive at a solution.

Dr. Simpson mentioned the cooperative agreement. We have a cooperative agreement with the Department of Health and Human Services (DHHS). The cooperative agreement has been signed and is in operation, with Central State University as the leading institution. I am very proud and honored to be the Principal Investigator. When I assumed this position I had no idea that it would be so labor intensive and that people would throw stones at me but I don't think I want to trade it for anything else. It has been a good experience for the past year.

Based on the requirements of OMH, we have designed the programs as four major components:

- the research component
- evaluation of the entire project
- the establishment of 19 Family Life Centers (FLCs)
- the establishment of an Information Clearinghouse

When we started in September of 1994, there were 16 FLCs. This year we have added three new schools. The full listing of 19 schools is at the back of your book. If you have a tee shirt, we are also on the back of your tee shirt. If you don't know them, ask somebody to read your tee shirt to you.

The Family Life Centers are designed to implement violence prevention at two strategic levels. One is the community level and the other is at the campus level. In a few moments, Mr. Zaid Ansari is going to briefly describe the different strategies we have seen emerging from the sixteen schools during the first year. We are presently directing our efforts at the community level to youth who are at risk for violence, alcohol and drug abuse. Most of these youth range from 12 to 17 years. However, there are some universities that are working with younger children who are in primary schools. We have youth who are in high school and some who are out of school but most schools have directed their community based programs toward high-risk youth.

On the campus level, we have programs that are designed and require the involvement and interaction of faculty and students. At Central State we are doing "curricular integration," where a group of faculty members integrate their research findings into the curriculum. There are other schools across the country doing this too. We also have research findings which will be coming to you shortly. We have prevention education directed at teaching students conflict resolution and how to deal with certain situations. Morehouse College, for example, has an emphasis on training. When you go downstairs following this session I would like you to look at the Morehouse section where they talk about violence prevention training for college students. And I want you to look at all of the displays of the Family Life Centers. I will come back to this shortly.

One thing we asked the Family Life Center directors to do is assess the resources of the community so that we would not have duplication. We did not want to enter the community

and run wildly since we are trying to introduce a violence prevention program where there are many community agencies and organizations already doing so. You will notice that many of the Family Life Centers have their directories on display.

We will have an evaluation of the entire project. We will present strategies to show what difference we are making, the number of people we are serving, the type of programs we have, and to what extent we know that what we are doing is effective. We have a very well designed evaluation program. We have also been getting technical assistance from the Office of Planning and Evaluation and Research, from the Department of Health and Human Services (DHHS). We are very grateful to Dr. Simpson and the staff at DHHS for providing this. Our evaluators have received technical training on how to assess whether or not our programs are evaluable. Also at the Consortium level is our coordinator of evaluation, Mr. Zaid Ansari. He will speak to you in a moment. The FLC has a program evaluator at each institution. Very often this person is a part-time employee or a consultant but in some instances they are faculty members. I am going to ask Mr. Ansari to describe the types of programs we have across the FLCs and give a few comments on evaluation.

Zaid Ansari

To begin the process of evaluating the FLCs throughout the country, the advisory council for the funded project asked us to define common strategies to be used by all FLCs. We looked at a number of similar national prevention programs to draw from, and developed a benchmark or some baseline data from which we could work. We used the National Structure Evaluation Model from the Center for Substance Abuse Prevention and did our own cluster analysis of the proposed activities of the FLCs and the kind of population that these activities were going to reach. We came up with four categories, out of the seven core categories, that were most frequently used by the Family Life Centers in our consortium. These also emerged from the cluster analysis and were confirmed by a factor model. The four model programs that are most commonly used by the FLCs are:

- *Multidirectional Strategies*–These activities include the combination of life skill enhancements, tutoring, mentoring, self-esteem building, and social recreational enrichment skill building. In our cluster analysis and our factor model we found over 69% of all of the activities that are being employed by the FLCs fall into this multidirectional category.
- *Prevention Education*–The activities that characterize prevention education are violence prevention training, conflict resolution skills, gang recruitment awareness, measures for campus and community personal security, and specific training for date rape and other types of interpersonal violence.
- *Resiliency Focus*–These activities include peer support for social and academic achievement, drug and alcohol resistance training, parental involvement, coping skills building, and leadership development.
- *Counseling Intensive*–These activities include group and individual counseling, family counseling and case worker approaches to violence prevention through referrals, and a case management approach. The consortium has built upon the strengths of previously developed programs.

There are other strategies that have been employed by FLCs. They are subsumed under the category of other. These strategies tend to be a combination of parts of the other strategies.

Across the Consortium this year, our primary concern is to evaluate how well the FLCs have been implementing their operations at the community and campus levels. This summer we conducted site visits to validate the quarterly reports that had been sent to us. Some developmental issues were observed in the site visits. Since then, I am pleased to say there has been almost 99% compliance with the recommendations made by me and the Principal Investigator. Implementation for the first year can be considered a success.

Dr. Laxley Rodney

Ladies and gentlemen, last night we introduced to you the FLC directors by name and by school, but I will ask the FLC directors who are here today to please stand so that we can recognize them for the work they are doing.

In closing this session I would like to point out that we have student leaders from various schools who have been participating in the FLC programs. This past summer we sent 98 students to Voorhees College for one week of intensive training, including leadership training that was coordinated by Voorhees College. The students were delighted and pleased with the experience at Voorhees. I would like to recognize two people who played a major role in this; Dr. Laura Dawson, Voorhees College and Mr. Samuel Blackwell, Evaluator, Voorhees College. Mr. Michael Douglas and I went to Voorhees and the training that was being given was truly a great experience. Attending this conference are most of those 98 students. The students are undergoing the second phase of the Leadership Training in Violence Prevention. They started receiving their training on Friday and had twelve contact hours. They completed the formal training session yesterday and are also participating in the conference. I would like to have all the student leaders stand so that we can recognize them. Thank you very much.

One component of the project I would like to mention is the Information Clearinghouse. One of the requirements of this cooperative agreement is that the consortium disseminate the information we have gathered. We have been communicating through fax and I see many of you with a copy of our newsletter. This is the first newsletter we have produced and we hope to do this every quarter as part of the dissemination effort. This is the First Annual Conference sponsored by the consortium. The idea is to bring you here as FLCs Directors, as students, as scholars and community workers, so we can share ideas. The next conference is being planned right now. There is a package in your book which says the 1996 National Conference is tentatively scheduled for New Orleans, Louisiana. The tentative date is October 27-29, 1996. We would like you to fill out the announcement in your program. Indicate to us if you would like to receive further information. Because you are here I am certain we will be able to give you a special discount.

The last component is research. I would like to introduce Dr. Elaine Rodney who is the Coordinator for the Consortium Research. We have research going on at two levels: consortium wide and institutional.

Dr. Elaine Rodney

Ladies and gentlemen, in the fall of 1994, immediately after the grant announcement, we started the research activities. In the winter quarter we went through training for the activity and engaged in the process of getting the internal review board's approval at the individual institutions. Then, in the spring quarter, we started data collection. In the summer we had six research assistants who entered the data. Dr. Richard Tachia, the Consortium Statistician, cleaned the data and over the past two weeks we were able to get some very preliminary results for you. What we will be presenting this morning certainly will not be any detailed analysis. We hope to be able to do that next year.

We are collecting data at two levels for the Consortium; at the community level and the campus level. At the community level we are collecting data from the youth who are in the prevention program.

The instrument we are using is the C-SSAGA, the Children's Semi-Structured Assessment for the Genetics of Alcoholism. We have two aims for the study at the community level; to investigate the prevalence of violence among adolescents in the prevention program, and to determine the factors impacting violence.

Under the individual factors we have school and other activities outside the home; alcohol involvement, cigarette smoking, marijuana, street drugs, and peer relations. The literature speaks to some of these factors as contributing to problems among young people. Now I am going to give you some demographic information on those participants in the community programs. Eleven of 16 universities in the consortium participated in the data collection for the community program. We ended up with 184 adolescents who were interviewed. The age range is from under 12 (3.3%) to 18 (4.8%). In terms of gender, we have 15.3% females and 84.7% males.

The next slide is the distribution of household size among those participants. The household size of the 184 participants who were interviewed ranges from two living within the household to a high of 10 living within the household. The next table shows us the distribution of parents living with the participants. We categorized them under only-mother, only-father and both parents. Seventy-three percent of the participants live with mother only. We have 3.4% with father only and only 16.2% living with both parents.

We also tried to find out if mother was not living in the household, what was the reason for the separation. Thirteen percent of the respondents said the parents were separated, 8.7% said the parents divorced, 13% said the mother has died, 4.3% said the parents never married and 61% did not want to tell us why.

Now we go to the college level study. We wanted to determine the factors impacting violence in young adults. The instruments used were an impulsivity scale, a violence risk scale, a social support scale and a family of origin scale. In addition, we designed our own demographic sheet because we wanted to capture some additional data we were not able to capture from the respondents on these surveys. With the male students at the college level we were surveying a cross section of students from freshmen to seniors on each college campus. Probably some of the college students sitting in here were respondents to some of those surveys. Our largest number of respondents were the freshmen, almost 42%; next sophomores, 26%; juniors, 18%; and seniors, 13.3%, for a total of 1,181 respondents. Most of our students who were

responding were majoring in business or the natural sciences, followed by engineering, followed by social sciences. Some were undecided. I hope those are the freshmen. In terms of status, we show 91.6% are enrolled full-time and 8.4% are enrolled part-time. Regarding age, we had a few who were under 18 but the ages ranged mainly from 18 to 26. In terms of fatherhood, 86.7% said they were not fathers while 13.3% said they were fathers.

Because we do know that extracurricular activities are very meaningful activities for young people, we wanted to find out to what extent these young people were involved in such activities. We found that 18.5% said they were engaging in extracurricular activities quite a lot, 22.6% reponded not at all. We found that 14.1% said they were involved in religious activities quite a lot, 27.4% saying not at all.

We were able to analyze the surveys from the college level participants doing a multiple regression analysis to look at the relationship between violence and those factors. The scales that we administered include the family of origin scale, the impulsivity scale, and the social support scale which has a subscale of mother support, father support, friend support, close relative support, and support from an adult other than a relative. Three factors came up as being significant. The family of origin, the impulsivity and the social support from the mother. From the family of origin we found that the greater contribution the mother makes in support of the respondents, the lower the rate of violence.

In terms of the family of origin, the less contribution from the family, the higher the incidents of violence. In terms of impulsivity, the more impulsive one is, the more likely it is that the individual will become involved in violent acts.

The one that we want to work on most certainly would be the family of origin; the family relationship. Certainly, the high number of our respondents who are living with mother shows that mother is the main person in the young people's lives. We should develop prevention programs that include mothers, along with skills that can help them in child rearing and dealing with stress. Thank you.

Violence and Retribution

Monday, October 2, 1995
12:15 p.m.-1:45 p.m.

The Honorable Judge Michael B. Murphy

Juvenile Court Judge
Montgomery County Common Pleas Court
Dayton, OH

"No longer is rehabilitation something that the juvenile court discusses. What we talk about now is an issue that everybody needs to discuss and we call it retribution. Every time one of those violent acts occurs there is the issue of retribution, not only for the victim, but also for the perpetrator and society."

If my words this afternoon seem passionate, if they offend you, I apologize to you now. My intent and my purpose this afternoon is not to do any of these things. We are here about a very serious situation in our community. We are the only ones who can solve it. We should not look to others to solve our problems. I had a speech and comments prepared for this afternoon. But as I sat in the session just before lunch I felt compelled to say some things. To you my brothers and sisters, the first thing that we must understand is that judgement of this issue of violence and the judicial system, specifically the juvenile justice system, is not to be made in isolation. It is to be made within the social context and the political atmosphere in which we exist. I would like to see more judges present at this conference so that they could explain to you the authority that we have in our position to affect change within our community.

I sit on the bench of the Common Pleas Court of Montgomery County. I am the Administrative Judge of the Juvenile Division. As such, I have the authority to order the county commissioners to give me what money I need to run the court, and they are bound by law to give me that money, whether they have it or not. As judge, I can order parents to engage in whatever activity is necessary to correct the problems that their children are having. I also have the authority to order them into court. Their employers cannot

fire them by law in the state of Ohio. I have the authority to order anyone, male or female, to support his or her children. I can do this by order of the court. If the employer fails to deduct the amount from their paychecks, I can order the employer to pay. That is why we need more judges. This problem of violence is a social issue, it is a health issue, and we must exercise our will and our political ability to solve this problem.

Let me say this about violence and the juvenile justice system. The juvenile court was established between 1899-1920 in Illinois. It was designed to deal with dependent, abused, and neglected children because of the Industrial Revolution. The United States moved from a rural to an urban society and kids were running around creating problems because their parents were working. Someone had to deal with them and a concept was brought about. Pater Patriae, the parent of the fatherland, is what the state became. Their function was to parent all dependent, abused and neglected children. But something happened around 1940, or thereabouts. Crime increased among juveniles and gangs increased among juveniles. What was the state to do about this situation? They did not know. They knew that the rehabilitation and training of kids was not working. There were also a lot of immigrants coming here. This is why the juvenile court was brought into existence; to deal with rehabilitating the young people whose parents were not there.

Today, because of the increase in violence among African American males, we don't know what to do. No longer is rehabilitation something that the juvenile court discusses. What we talk about now is an issue that everybody needs to discuss. We call it retribution. Every time one of those violent acts occurs there is the issue of retribution, not only for the victim, but also for the perpetrator and society.

A few years ago five young people, all under the age of 15, engaged in an act of violence in Dayton, Ohio. They went to a young man's house whose father was working. His father told him not to have anyone in his home while he was not there. However, this young man was induced to open his door and let in some other kids to play video games and to watch movies. Two of them became upset with the young man because he told someone about them breaking a window. They took him into a bedroom, sprayed him with some substance, beat him, choked him, then left the room. They went out to the other three who were watching television and playing video games and said, "We killed him." Two girls went into the bedroom to investigate, came back out, and said, "He is not dead." They went back into the bedroom and sprayed the boy again. They put a plastic bag over his head until he was dead. All of you have experienced this type of violence in your community.

Just recently I was sitting before a young man, 17 years of age, who had never been to court. He minimally attended school but got passing grades. He got into a fight at school and got beat up. It festered for two weeks. He was angry. He was upset. What was he going to do about it? He had been "dissed"; a loss of respect. He had been pumped. He and his home boys were sitting down one evening playing video games, smoking a joint, and drinking. They decided to go to the other young man's house to discuss this matter with him. He and the other kid were going to settle the matter, man to man. Two of them went up to this kid's house and asked him out. They took him around the corner where the others were. A gun just happened to be there and one was playing with it. He was spinning the

cartridges. He was doing something with it but no one really gave it much thought because everyone is trapped these days. The one kid proceeded to take the gun and shoot the victim in the back of the head.

These are matters before me. These are the things that I have to deal with. Talking about violence, we talk about rehabilitation and we talk about reparation and punishment. All of you sitting here would say, "Lock up those little monsters. Look at what they did. How terrible! How pathetic! You can't let these little kids run around loose." I have to decide: are they children or are they adults? We put kids in the juvenile justice system. They are in there because we have made the determination that they are not like adults. They do not understand things the same as adults and they are not experienced. They do not have the knowledge and the training that we have had to become adults. But on the books, the *Ohio Revised Code Section 2151.353*, there is a motion to transfer to stand trial as an adult. We had made the determination that they are not adults in these areas, but when they commit crimes, when they commit acts of violence that are brought about because of all the abuse and the neglect they have suffered, they are to be considered adults
. What kind of schizophrenia are we dealing with? What kind of sense does this make? We want to deal with retribution. Each one of us sitting here has experienced something of this nature. What are we going to do about it? I am not going to help this person anymore. I am not helping her any more. Let her take care of her own kids. Let him take care of the kids. Why do I have to take care of them? They are out there getting high, robbing and stealing and drinking. What are we, as a people, going to do about this situation?

We have Family Life Centers. We have a situation before us. What about the little girl who comes from the suburbs, becomes pregnant, and carries the baby full term? Her parents don't know anything of this. At an ice cream social she goes into labor and tells her parents, "I am going home." She goes home, takes her fingers and breaks her water, and delivers the baby into the toilet. She then takes the baby out of the toilet and cuddles it in her arms while he is crying. Her mother comes home, the daughter turns the radio and the shower up, and says, "I am all right. I am just taking a shower." She wraps the baby in some towels, then puts the baby and towels into some plastic bags. She puts it all in the trash.

We as a society and a community have to deal with these issues of rehabilitation and reparation. That is the dichotomy I have to deal with. The scales of justice on one hand, and on the other, retribution. What are we, as a people, going to do? We talk about these issues of poverty, of racism, of neglect. Who is going to be responsible? How are we as a people going to deal with these situations? The situations that outrage us. It is easy to deal with a child who is considered to be a shaken baby. It is easy to deal with a situation where a young mother; 17, 16, 15, 14 years of age; in order to keep her baby quiet, puts vodka in his bottle. That is easy to deal with. We have to deal with retribution. That is why it is so hard. That is why this issue of violence is so out of control.

I have so many statistics about violence in America. I have a book here from Juvenile Justice and Delinquency Prevention. This is only the preliminary volume. The major volume is over 250 pages. It says in here that the increase in violence started in 1988, the same as the increase in guns. But it goes back further than that. The statistics they are using

here are based on murders, rapes, assaults, robberies. These are the indexes of the FBI. The second leading cause of death among white males is homicide with a gun. The second leading cause of death is suicide. And we talk about what we are going to do? Let's deal with the reality of life. If we want to help, let's help. We must define a way to deal with our issues of retribution. How are we going to bring them back?

I met a young man, 32 years of age, who was incarcerated at age 17 in the Juvenile Detention Center of Montgomery County, Dayton, Ohio, for two counts of aggravated murder. He was involved in an aggravated robbery of a jewelry store in which a gentleman was killed. The victim saw two men running down the street. As he put his arms out to stop them they shot him and fled. That night the killers were surrounded by the police, and one of the officers was killed. The young man was lucky he did not get the death penalty. He finally got out of jail.

Last month this young man was sitting in my courtroom observing. He is a third year law student at the University of Toledo. He said to me, ". . . I am here but the man who is dead is not. His family is grieving. I can't bring him back. I cannot do anything but try to understand how they are grieving. But what I can do is to give back to society." I told him, "I would be glad to have you in my court," but because of political reasons, I could not. In fact, I told him he should not even be in Montgomery County because someone might kill him.

Retribution is the reality of what we are dealing with. We are going to talk about violence, where it comes from and how it manifests itself. How are we going to deal with individuals who have done horrendous things? There are some people, Charles Manson for example, who should be locked up and observed for insights into criminality.

We have the opportunity before us to address issues that are pertinent to our community. These issues that we deal with, that we talk about; mentoring, meditation, conflict resolution; these are things that we have to do. When a ten year old, straight 'A' student stays up all night to watch his mother because he does not want her to get hurt smoking crack, he is too sleepy to go to school. Sometimes he goes to the streets to buy drugs so that his mother will be happy, so she won't be angry, so she won't hit him. These are the things we have to change. The people in Washington are not going to give money to do that. I believe there is a conference going on right now in Maryland. They are trying to find a genetic, biological basis for criminality. That is why this is so important. That is why we have to deal with this issue of retribution. It is nothing else but our own feelings about our brothers and sisters who have done something horrendous.

I did not hear Rev. McKenzie this morning. We have some of the most beautiful women on the face of this earth and if we do not cherish them and love them, then we are fools. We must recognize that the reason we are here today is because of them. My wife has been my mainstay for years. She has been behind me when I thought things were difficult. She was there when I was in law school at the University of Notre Dame and struggling as a black man. I said, "You cannot stop me." Today I sit at the bench of the Commons Pleas Court. My degrees are on my wall, in my chambers, in my courtroom. I say this to you; it is not impossible. It is difficult, it is hard, but look how far we have come in 400 years. Look at where we are going. Yes, we have a difficult task. We have to deal with retribution of our

brothers and our sisters. Yes, it is a difficult situation.

I want to leave you with a parable. I am not sure where it came from. It probably came from Africa. It is something that I think sums up what we have to deal with.

Two men were fishing by a stream when an infant floated past. The first fisherman jumped in, rescued the child, and handed him to safety in the second fisherman's arms. No sooner had they settled the child down on the grass, a second infant floated along. Again the fisherman jumped in and rescued the baby. A third baby floated down and a fourth and so on. The fisherman saved each one. Finally a whole group of babies came floating down stream. The first fisherman grabbed as many as he could and looked up to see his friend walking away. "Hey!" he shouted. "What's wrong with you? Aren't you going to help me save these babies?" To which the second fisherman replied, "You save these babies. I am going up stream to see who is throwing all these babies into the river."

May the peace of the Almighty be upon all of us. Thank you.

The Role of Fathers in Violence Prevention

Tuesday, October 3, 1995
8:30 a.m. - 9:15 a.m.

Mr. Charles Ballard

President & Founder,
Institute for Responsible Fatherhood
and Family Revitalization
Washington, DC

"In 1890, just after slavery, we had the highest rate of marriage in this country. Former slaves, called savages, somehow understood that marriage and family were crucial to a strong environment. That lasted until 1950 when we began to see a decline take place. In 1950, 91% of our homes were headed by a mother and a father. In 1976, 33% had no fathers. In 1994, over two-thirds of the babies born in our communities were to single young mothers. What slavery could not do, managed fatherhood abandonment, with our support, could."

Good morning. I am grateful to my God and my Lord for this opportunity to be with you for what I think is a tremendous occasion in history. I was never so impressed by a group as I have been with you, and I am honored to walk these halls with you. I know that not only is a battle won, but the war as well. We just need to claim the price. Yesterday some news was given to me in a very sad way and this morning, when I woke up, I continued to hear of the conversation regarding what is taking place in Los Angeles. I want you to be with me in this room this morning. What I want to do is talk to my Master, so we can kind of let it go for a moment. Let's bow our heads.

Father in heaven, it is in Jesus' name that I come to You this morning. As I bow my head I am bowing my heart and surrendering to Your word. As You have done to me, You have done to all of us. You have given to all of us life and breath and all things. You withheld no good things from any of us and You promised that if we are abiding in You, You are abiding in us. We can ask for what we will and You will give it to us. Give us peace. Give us joy. Give us integrity. Give us knowledge, wisdom, and understanding. Give us brotherly kindness. Give us long suffering. Whatever happens today in L.A, may we realize that we are called as vessels, each one of us here today, as holy vessels, to be used by You to bring peace to this world. Thank you for this opportunity. In Jesus' name, Amen.

It has been said that we are encompassed by the great power of witness, and during this week, we have seen many witnesses that are gone before us. Who are these witnesses? Dr. John Henderson, Dr. Herman Smith, Mr. Michael Douglas, Mr. William Blakey. I can also tell you about Drs. Rodney, Ms. Wright, Dr. Carl Bell, and others. Dr. Gibbs, Useni Perkins, Alma Thornton, Judge Murphy, Louis Stokes and so on.

The witnesses go on, and as we see these witnesses before us, we have reason and cause to be patient and run the race. Women and mothers, for the past 40 years, have taken this nation on their backs and carried us. But it's not the job of the women alone to raise children. Somewhere I read that God visits the sins of the fathers, not the mothers, but the fathers, upon the third and fourth generation. If we have problems today, as I understand it, the problems are because of the sins of the fathers. I read also that we should teach our sons and our sons' sons the law of God daily. There is someplace else where it says we should obey our parents. After all, they have had a long life, our fathers and our mothers. If there are no fathers around to obey, is that the reason we have so many of our boys dying of homicide and drug addiction? It says honor your father and your mother, that you may have a long life upon the earth. If there is no father to honor and to obey, the mother, is disrespected. Because of that, the lives of thousands of young men in our communities are being shortened.

Last night 23 million children in America went to bed at a home where no father lives. It is a national tragedy. Of that 23 million children, 6.5 million are young African-American boys and girls. Why am I pressing so strongly about the role of fathers? Why is it so important? It is important because the job of nurturing was given to the father primarily. It says someplace, "Fathers, don't exasperate your children but raise them up in the nature of God." It does tell their mother that I am a married man. I have a role. My wife has a role. I don't know what her role is because I am not a female and mother. But I am an expert in my role as a father just as she is an expert in her role as the mother. We don't try to do each other's job because we were not trained or created to do that. If she is missing, then something is missing in my children's lives. If I am missing, the same exists. It takes two of us to create the child and it takes two of us to nurture and raise the child appropriately. Primarily, however, the job is given to the father to do. So if he is not there, you will not know how good the program is. No matter how sincerely honest we are, we will have failure as we are seeing in our society today. Loving and appreciating God is not a "feel good" religion. We as a people are into feeling good. But true love and affection are a "do good" religion. It is doing good for yourself and doing good for your neighbor.

Fathers are called upon to carry the major burden. We have what we call "managed fatherhood abandonment." The welfare system says to the mother, "If you want a welfare check, if you want food stamps, if you want a medical card, if you want free housing, you must kick the baby's father out of the home." The federal government puts down a law and the state governments follow through and many of us work for these systems. We are in the process of actually managing the father out of the home, legally speaking. We blame the mothers for having these babies. When we keep the father in the home I know that the battle can be won.

The battle belongs to Him. I remember an occasion when the Israelites were confronted

by the Moabites and the servant of Elisha was afraid. He ran and said, "But master, they are all around us." We can move it because of Him. He said God opened this man's eyes. For this thing is small in the eyes of God. He opened his eyes and saw the chariots of angels surrounding the Moabites. Thousands and thousands of angels were ready to go. Those angels are still in our communities and without them. I read some place that children's children are the crime of all men but the characters of children are their fathers'. So if there is a character that the child has, it is because of the absence or the presence of this father. All the greatest job programs, the greatest drug programs, the greatest alcohol programs need a responsible loving and a compassionate father.

I have three wonderful children; ten, eight and fifteen months old. My oldest young son at home said to me, "You know the reason I am acting the way I do" (and he was five at the time) "is because your blood is in my body and I can't help myself." I was coming home one day and I ran over something with my car. I jacked the car up and I was under it trying to see what was going on. Then suddenly I felt this warm body next to mine. I felt this breath. It was my daughter. She was about four at the time. She said, "Daddy, can I help?" We came from church this past Saturday and I was sitting in the family room when my little fifteen-month old son came in and put his feet in my shoes. He tried to move but he couldn't. So he comes up to me, takes my hand, and pulls me toward my shoes. He gets in my shoes and he wants me to help him walk in my shoes. My wife saw him and said, "Charles, look at that." He couldn't walk with two shoes but he got one shoe on. He was walking along with one shoe trying to walk into Daddy's footprints. I want to make it very clear to you today, that women are necessary and our women have done a great job in our community, but it is not their job alone. The father was called to be the husband and I think we have demonstrated that fathers, when present in the home, make a difference.

Some years ago, when I was just a few hundred miles from here, perhaps in 1959, I was sent to prison. I was framed and because I was this skin color, I was put behind bars. I met an old man who told me, "Listen boy. You are a disgrace to your race. Go home and get that boy and take care of him." My father had died when I was young. He was married to my mother and they had six kids. He became emotionally unstable and they committed him into an institution where he died. I grew up not knowing the arms of a loving father as my children do. I was also institutionalized but while I was there I met a man who began to nurture and to direct me to understand that my job is to nurture my son. This is the way I feel. When I got out of prison I went home. I had a prison record and a tenth grade education. I was kicked out because I was undesirable, and a male, in 1959 and an African-American male. I think now you get three strikes. I had four against me but the thing that was most important to me was raising my son in a loving and compassionate way. I adopted him. My wife, who had two other kids by somebody else, began to raise him. I couldn't find a job so I washed dishes. I scrubbed floors. Whatever it took to take care of that boy, I wanted to do to raise him to be a good father. He is now 40 years old. He has given me four wonderful grandchildren, and the model that I gave him, he is following through with it.

The role of the father in any environment, but especially a violent one, is to create a nurturing, compassionate and loving environ-

ment. In 1890, just after slavery, we had the highest rate of marriage in this country. Former slaves, called savages, somehow understood that marriage and family were what was crucial to a strong environment. That lasted until 1950 when we began to see a decline take place. In 1950, 91% of our homes were headed by a mother and a father. In 1976, 33% had no fathers. In 1994 over two-thirds of the babies born in our communities were to single young mothers. What slavery could not do, managed fatherhood abandonment, with our support, could. When you provide welfare for the mother you are calling for managed fatherhood abandonment. When you call for housing loans, when you call for more health care, you are calling for managed fatherhood abandonment. And we are in support of the government to keep the father out of the home.

Now you can tell that I am not into making friends. I think it says that the truth shall make you free. I think what we have done for the last thirty years, since integration, is lie to our people. Not only about who we are, but where we are. There was a time in our community when we did nothing without our prayers and every meeting was impregnated with God and Jesus Christ.

Now I want to share some recommendations. You heard all the statistics about the condition of our communities. The Institute for Responsible Fatherhood is not talking about breakdowns. But we are about taking breakdowns and creating breakthroughs in those breakdowns. When I first started my work, back in 1976, I was called a fool. They said, "Young African-American males and old African-American males cannot be helped." But because of our help the issue of fatherhood is moving to the front of the page.

In 1996, fatherhood will be a major part of the campaign. We can do this but we cannot do it without the father. Now let me share this with you because I know that some of you are already thinking this. Most of us grew up without our fathers and we became doctors, lawyers, nurses and school teachers without him. Let me ask you this question. If you had a father who was supportive of your mother, who was a loving man, who was compassionate and a hard worker, and he nurtured and he supported you; where would you be today? Without him you made it so far but with him, I guarantee you, you would be much further down the road in your program. We are the fastest growing middle class in this country, but we also have the highest decreasing life expectancy among African-American fathers in this country. If we lose a father, we are losing our community.

I would like to recommend that all of the colleges and universities adopt a concept of responsible fatherhood. As they come to us to be educated academically and, in some cases, with their hands, we have an opportunity to model responsible fatherhood. Government should do no harm, but should become father friendly in all departments. The media, which now portrays African-American fathers negatively over 65% of the time, should shift its focus and begin to create an image of responsible fatherhood.

We need to have every branch of government, the judicial branch, the legislative branch, and the executive branch, at all levels, support responsible fatherhood.

We need to have monies and services for fathers in every city. I am suggesting that 10% of the federal dollars be set aside for father programs across this country. I am calling upon mothers to begin to open the doors between your child and their fathers. You see, we say they don't need their fathers and we do things to keep them away. The children are

saying, "Give us our fathers," and if we don't, they go out and commit crime. They commit murders. We call upon sisters and aunts and grandmothers to begin helping us to build the bridge between fathers and their children. I call upon the fathers. I know you feel you are not wanted but you are the primary one that is needed today to make our community safe. We have some good programs. But for the most part those people are in your communities eight hours a day, five days a week. When you need us we are at home or we are in the suburbs some place. So I am calling upon the fathers to go back home and claim the life of their children.

Now how do you do that? First, you must get rid of the drugs, the alcohol, the profanities, the cigarettes, and any other kind of risky behaviors. Go back home to nurture and to love and to take care of your children.

I want to close with a ten-point pledge for fathers:

1. Commit yourself to reponsible fatherhood. A father's place is irreplaceable in his child's growth and development.
2. Believe that you have the ability to be a successful father. Each man has the ability to grow to become, not only a human being, but a successful father as well.
3. Accept that once you have become a father you have begun a lifetime job because you cannot be replaced by the best of mentors and friends.
4. Make your child the priortiy. A responsible father loves, accepts and recognizes his child in ways that others cannot.
5. Provide your child with the safest and the most committed family environment possible.
6. Remember that the fathers who serve their children will help to serve the community and the nation.
7. Accept your past mistakes and those of your children (like I did), admit to them and move on. Even if your life has not been ideal, you can still be a good father, beginning now.
8. Place a high value on your life and teach your child to value his life.
9. Strive for a loving, supportive relationship or marriage with your child's mother. Loving and supportive relationships and marriages strengthen not only our children, but mother and father as well.
10. Enjoy being a good role model for your children. Consciously think about your actions and how you spend time with them. You should be the first teacher of your child and the best role model.

In this country we are facing a holocaust similar to that which we passed coming to this country during slavery. We are the only ones who can stop the holocaust and the work must begin with each one of us individually. Thank you and God bless you.

About the Editors

Laxley W. Rodney, Ph.D. is Associate Professor of Education at Central State University and the Principal Investigator of the three-year, $15.5m Office of Minority Health funded project, *A Series of HBCU Models to Prevent Minority Male Violence*.

H. Elaine Rodney, Ph.D. is Associate Professor of Psychology and Director of the Violence, Alcohol and Drug Research Center at Central State University. She also serves as the Research Coordinator for the Office of Minority Health funded project, *A Series of HBCU Models to Prevent Minority Male Violence*.

During Dr. Rodney's 17 years at Central State University she has received many grant awards, engaged in numerous research projects, published in many scholarly journals and made many presentations, nationally and internationally. Dr. Rodney is on national advisory boards and committees for a wide range of organizations.

About the Speakers

Dr. John L. Henderson, President, Wilberforce University and Cochair, Minority Male Consortium

Dr. John L. Henderson, the seventeenth President of Wilberforce University, is a distinguished educational leader whose experience includes undergraduate and graduate level teaching, and senior level administration at private and public institutions in Ohio.

Dr. Henderson has been honored for leadership both locally and nationally. He has served on several boards and held a variety of special appointments. Dr. Henderson is currently the Cochair of the Consortium for Research and Practicum on Minority Male.

Dr. Herman B. Smith, Jr., Former Interim President, Central State University

Dr. Herman B. Smith, Jr. was appointed Interim President of Central State University by the CSU Board of Trustees effective March 20, 1995. Although he officially retired in 1989 after serving 10 years as Senior Associate of the Charles F. Kettering Foundation in Dayton, Ohio, Dr. Smith has remained active in higher education as a consultant to institutions and agencies with emphasis on reviewing general conditions in higher education and within the narrower universe of historically African-American public and private institutions.

Dr. Carl C. Bell, Executive Director, Community Mental Health Council, Inc.

Dr. Carl C. Bell is currently the President & CEO of Community Health Council, Inc., a private not-for-profit comprehensive mental health center located on Chicago's southside with an annual operating budget of over $5m and a staff of 126 employees. Dr. Bell is responsible for policy, planning, budget, public relations and overall operations. Dr. Bell has published over 125 articles on mental health issues during his 20 years of psychiatric practice. TV shows such as *Nightline* and *The Today Show* have utilized his expert opinion.

Dr. Lee P. Brown, former Executive Director, Office of the President, Office of National Drug Control Policy

Dr. Lee P. Brown is former Executive Director of the White House Office of National Drug Control Policy (ONDCP). He was confirmed by the U.S. Senate with an unanimous vote and was sworn into the cabinet post on June 21, 1993. Prior to his confirmation as ONDCP Director, Dr. Brown was a Distinguished Professor at Texas Southern University and Director of the University's Black Male Initiative Program. He also served as New York City Police Commissioner from 1990-1992, as Police Chief of Houston, Texas, from 1982-1990 and as Atlanta, Georgia's Public Safety Commissioner from 1978-1982.

Dr. Brown is the author of many articles and papers on police management, community policing, crime and the criminal system. He has also coauthored the book titled, *Police and Society: An Environment for Collaboration and Confrontation*.

Dr. Rueben C. Warren, Associate Director for Minority Health, Centers for Disease Control and Prevention

Dr. Rueben C. Warren is the Associate Director for Minority Health at the Centers for Disease Control and Prevention (CDC) and the Agency for Toxic Substance and Disease Registry (ATSDR) in Atlanta, Georgia. He serves as chief advisor to the Director of CDC/ATSDR on minority health problems. He is a clinical professor in the Department of Preventive Medicine and Community Health at Morehouse School of Medicine, Atlanta, Georgia. Dr. Warren also has an extensive public health experience at the community, state, national and international levels.

The Honorable Louis Stokes, (D-OH-11)

On November 6, 1968, Louis Stokes was elected to the United States Congress on his first bid for public office. He became the first African-American member of Congress from the State of Ohio. First sworn in at the 91st Congress, Representative Stokes is serving his fourteenth consecutive term in the House of Representatives. In the 104th Congress, Congressman Stokes is a member of the Appropriations Committee, where by virtue of his seniority, he is the third ranking minority member of the full committee and the ranking minority member on the subcommittee on Veterans

Affairs–Housing and Urban Development-Independent Agencies. In the Congress, Representative Stokes ranks fourteenth overall in House seniority. He is the eleventh ranking Democratic Member of Congress. Representative Stokes was also appointed by Minority Leader Dick Gephart as a member of the Leadership Advisory Group. Congressman Stokes also serves as Dean of the Ohio Congressional Delegation.

Dr. Walter Broadnax, former Deputy Secretary, U.S. Department of Health and Human Services

Dr. Walter Broadnax is the former Deputy Secretary, U.S. Department of Health and Human Services (DHHS). At DHHS, where he served as the Chief Operating Officer of the largest federal department, Dr. Broadnax worked closely with Secretary Donna E. Shalala on all major policy and management issues, including immunization, Head Start, disability, and minority health. Additionally, Dr. Broadnax spearheaded the Continuous Improvement Program, a Department effort to refocus the Department on improving customer services while streamlining the DHHS workforce.

Dr. Vashti M. McKenzie, Pastor, Payne Memorial A.M.E. Church

Dr. Vashti Murphy McKenzie is an Ordained Itinerant Elder in the African Methodist Episcopal Church and the Pastor of Payne Memorial A.M.E. Church in Baltimore City. The 100 year old historic congregation has tripled in membership in the last five years. Under her leadership, there are fifteen new ministries designed to enhance, enrich, inspire and meet critical needs of the community.

In the November 1993 issue of *Ebony Magazine*, she was selected for the Honor Roll of Great African-American Preachers. She was selected after a poll of national, civic, social, religious, and academic leaders. Her "Ministry of Equality and Hope" was featured in the November, 1991 issue of *Ebony Magazine*.

Dr. McKenzie is a member of several service organizations, among them, 100 Black Women; Women and Delta Sigma Theta Sorority. She continues to serve as Preacher, Revivalist, Keynote Speaker, Worship and Seminar Leader.

Dr. Clay E. Simpson, Jr., Deputy Assistant Secretary, Office of Minority Health

Dr. Clay E. Simpson, Jr. has dedicated his professional career to the improvement of health care for America's racial and ethnic minority populations. In July 1995, he was appointed Deputy Assistant Secretary for Minority Health in the Public Health Service, U.S. Department of Health and Human Services. In this position, Dr. Simpson serves as principal minority health advisor to the head of the U.S. Public Health Service, the Assistant Secretary for Health. Dr. Simpson directs the Office of Public Health Service, Office of Minority Health (OMH) which coordinates policy and programs aimed at improving the health of, and access to services for minority populations.

Dr. Laxley W. Rodney, Associate Professor, Central State University

Dr. Laxley W. Rodney is Associate Professor of Education at Central State University and the Principal Investigator of the three year, $15.5m Office of Minority Health funded project, *A Series of HBCU Models to Prevent Minority Male Violence*. Dr. Rodney has an impressive record in winning grants and contracts (over $30m during the past 15 years). Over the last six years he has become deeply involved in the design and development of campus and community-based violence and alcohol prevention and research programs. Among his recent publications are: 1) Rodney, L.W. & Rodney, H. E. (Eds.) (1996) Understanding minority youth and community violence. *Challenge*, 7(1), 1-106; 2) Rodney, H.E., & Rodney, L.W. An Exploratory Study of African-American Collegiate ACOAs. *Journal of American College Health*; 3) Rodney, H. E., Tachia, H.R., & Rodney, L.W. (1996). The Effect of Family and Social Support on Violence Reduction Among African-American College Males. Submitted to *Journal of American College Health*. Rodney, H.E. and Rodney, L.W. (1996). Suicide prevention: A model for African-American college students. Submitted to the *Journal of American College Health*.

The Honorable Michael B. Murphy, Juvenile Division, Montgomery County Common Pleas Court

The Honorable Michael B. Murphy is the Judge of the Juvenile Division, Montgomery County Court of Common Pleas, an office he took in 1993. Judge Murphy began his career as a counselor for Upward Bound at Rockhurst College. From 1968-1979, he was employed with Montgomery County Court of Common Pleas, Juvenile Division, as an initial hearing officer. Upon receiving his law license, he was promoted to attorney referee. Judge Murphy served as an attorney with the Juvenile Division from 1979-1992. He was responsible for hearings related to delinquency, custody and traffic cases involving juveniles. He is also currently serving as the cochair of the National Advisory Council to the MIN-MALE funded project, *A Series of HBCU Models to Prevent Minority Male Violence*.

Mr. Charles A. Ballard, President & CEO, The Institute for Responsible Fatherhood and Family Revitalization

Mr. Ballard, the president and CEO of the Institute for Responsible Fatherhood and Family Revitalization, was born in Underwood, Alabama in June, 1936. At age 17, he became a young father. While working at a local city hospital in 1976, he started intensive research which included 400 fathers, ages 14-25. This study indicated that in many ways the fathers presence had a profound effect on mothers and their children. After two years of research, Mr. Ballard concluded that "in order to increase life opportunities for mothers and children, comprehensive non-traditional services must be provided for them." Mr. Ballard started the Teen Father Unit at Cleveland Community Health Services in August, 1978. In March 1994, the Institute for Responsible Fatherhood and Family Revitalization was incorporated in Washington, DC to replicate the Cleveland program in several cities throughout the country. Mr. Ballard's primary mission is to build bridges between generations. He feels the best way to carry out this mission is to create environments that are father friendly, child friendly and family friendly.

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